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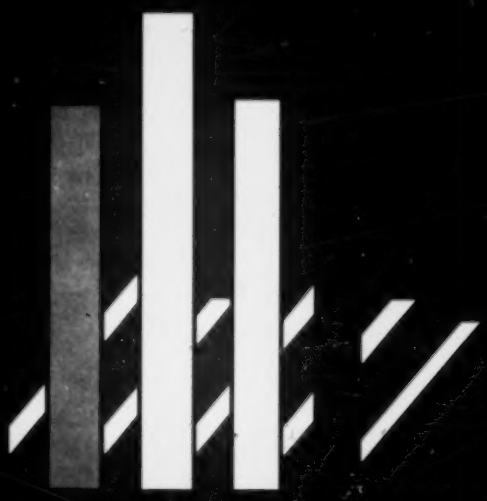
1991-92 Administrative Compensation Survey



1991-92 Administrative Compensation Survey

By
Richard C. Creal
Kirk D. Beyer
and
The Brookings Institution

College and University Personnel Association

About CUPA

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resources professionals representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resources administration, as well as trends and innovative policies and practices in the field. Services include a semi-monthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the human resource professional. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

1991-92 ADMINISTRATIVE COMPENSATION SURVEY
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ACKNOWLEDGMENTS

Through the dedicated efforts of many persons, the following report presents the data from the *1991-92 Administrative Compensation Survey*. This annual survey report, with its continuous refinements, has become an increasingly useful tool for the higher education community, fulfilling the promise of the Board of Directors to provide administrative salary data consistent with the needs of CUPA members.

Appreciation is given to those whose contributions enabled CUPA's commitment to provide this survey to be realized. Recognition and thanks are given to the Ad Comp Survey Advisory Committee, Kirk D. Beyer, University of Nebraska-Lincoln, Chair; Kathleen Donofrio, Loyola College in Maryland; Gary Maki, University of Michigan; and Kathleen Mandell, California State University-System; the production group at The Brookings Institution, particularly Robin Donaldson; and the CUPA staff headed by Lourie W. Reichenberg and Susan E. Cipollini.

Richard C. Creal
Executive Director, CUPA

INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential for this investment to be managed in the most effective manner possible. To meet that objective, the *1991-92 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their current pay levels and plan their compensation budgets appropriately.

The *1991-92 Administrative Compensation Survey* marks the fifteenth year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of the administrative positions common to most higher education institutions. The positions are reviewed annually by the Administrative Compensation Survey Advisory Committee and other higher education associations. This year's survey reports data on 167 of these positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of collecting data and presenting the results. We believe that annual refinements in the survey better serve the needs of CUPA members in particular, and higher education in general. To that end, we invite your suggestions for improved collection and reporting of salary data.

POSITION CHANGES FOR 1991-92

- Modified description of Position 203.00, Director, Library Services - Directs all activities of the institution's libraries. Functions directed typically include personnel, public services, collection development, acquisitions, technical services, and special collections.

- Modified description of Position 203.30, Technical Services Librarian - Senior person responsible for planning and management of library services involving acquisitions, processing, bibliographic control, cataloging, preservation.

- Modified description of Position 203.40, Public Services Librarian - Senior person responsible for planning and management of library services involving interaction with patrons (reference, interlibrary loan, circulation, bibliographic instruction).

- Modified description of Position 203.50, Reference Librarian - Senior person responsible for facilitating access to information by students, faculty, and staff and for developing a collection of reference resources in all formats (including electronic).

- Changed title of Position 301.10, Director, Health and Safety to Director, Environmental Health and Safety.

- Changed title of Position 309.00, Chief Computer Officer to Chief Information Systems Officer. Modified description - Directs the institution's major academic and administrative computing activities and voice and data communications.

- Modified description of Position 501.00, Chief Student Affairs Officer - The senior administrative official responsible for the direction of student services and student life programs. Functions typically include student counseling and testing, career development and placement, student union, campus/student activities, minority student support programs, residence life, and related functions.

- Modified description of Position 504.00, Registrar - The administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters.

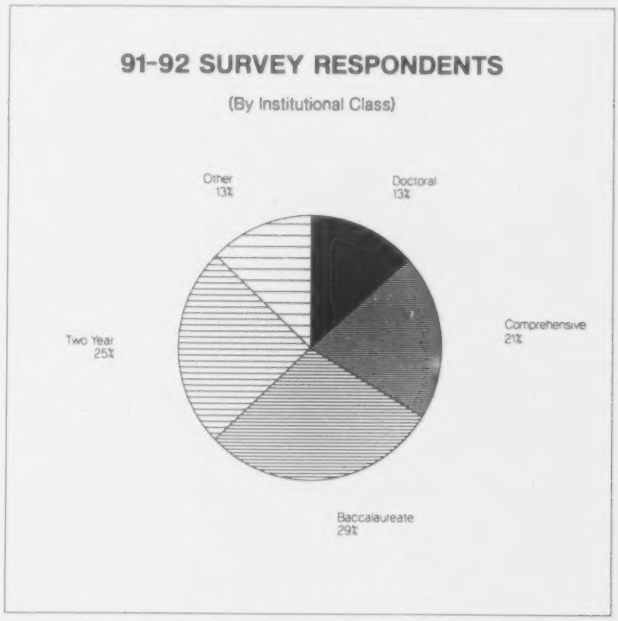
- Changed title of Position 508.00, Director, Student Housing to Director, Residence Halls.

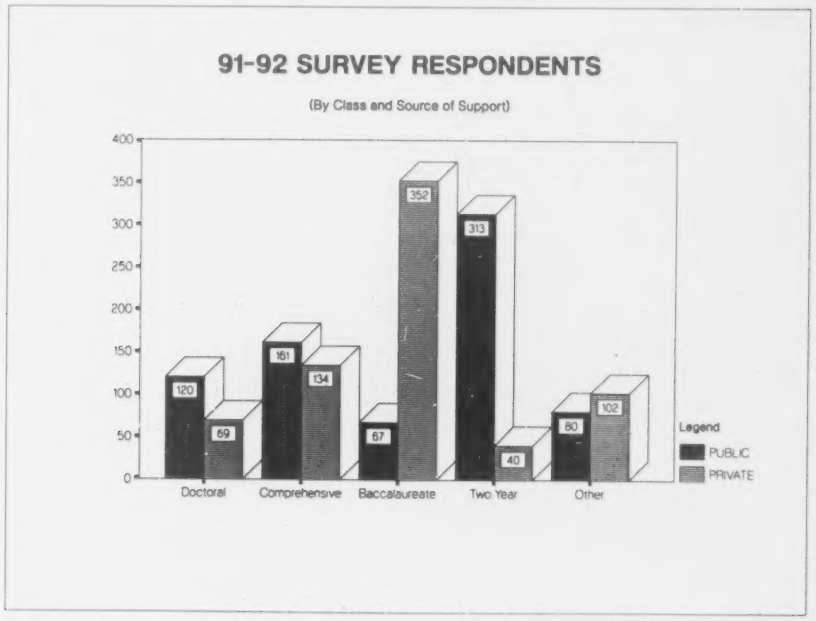
- Changed title of Position 513.00, Director, Student Placement to Director, Career Development and Placement.

Cautionary Note: The General Tables include data from all reporting institutions and should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables. More specific data to meet the specialized requirements or preferences of an institution is available through customized reports. (See Special Study Information on page xiv and in Appendix B.)

PROFILE OF PARTICIPATING INSTITUTIONS

Survey questionnaires were sent to approximately 3,400 higher education institutions, of which 1,438 responded by the deadline date of October 1, 1991. This gave a 42 percent response rate which is in line with the response for previous years. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification, source of financial support, system affiliation, and state in which they are located. The charts on this page identify survey respondents by institutional class and source of support.





SURVEY METHODOLOGY

The survey questionnaire was mailed in August, 1991 to all higher education institutions. This questionnaire, along with a letter of invitation, was mailed with a requested return date of October 1, 1991. Instructions for reporting the data and summary descriptions of the 167 positions for which data were sought accompanied the questionnaire. Appendix E contains the survey form and instructions along with the summary position descriptions.

To ensure the confidentiality of the data, the staff of The Brookings Institution in Washington, D.C. processed the report from receiving the surveys, to data entry, and finally compilation of the tables and graphs using SPSS-X, a statistical software package. This information was then given to CUPA where the survey was produced in the format that you see here.

DEFINITIONS AND GENERAL CHARACTERISTICS

Data Specifications

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the fall of 1991.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1991-92.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds but excluding capital funds. Budgets do not include amounts for student aid, auxiliary enterprises such as hospitals, service departments, and similar activities.

Percentile Range

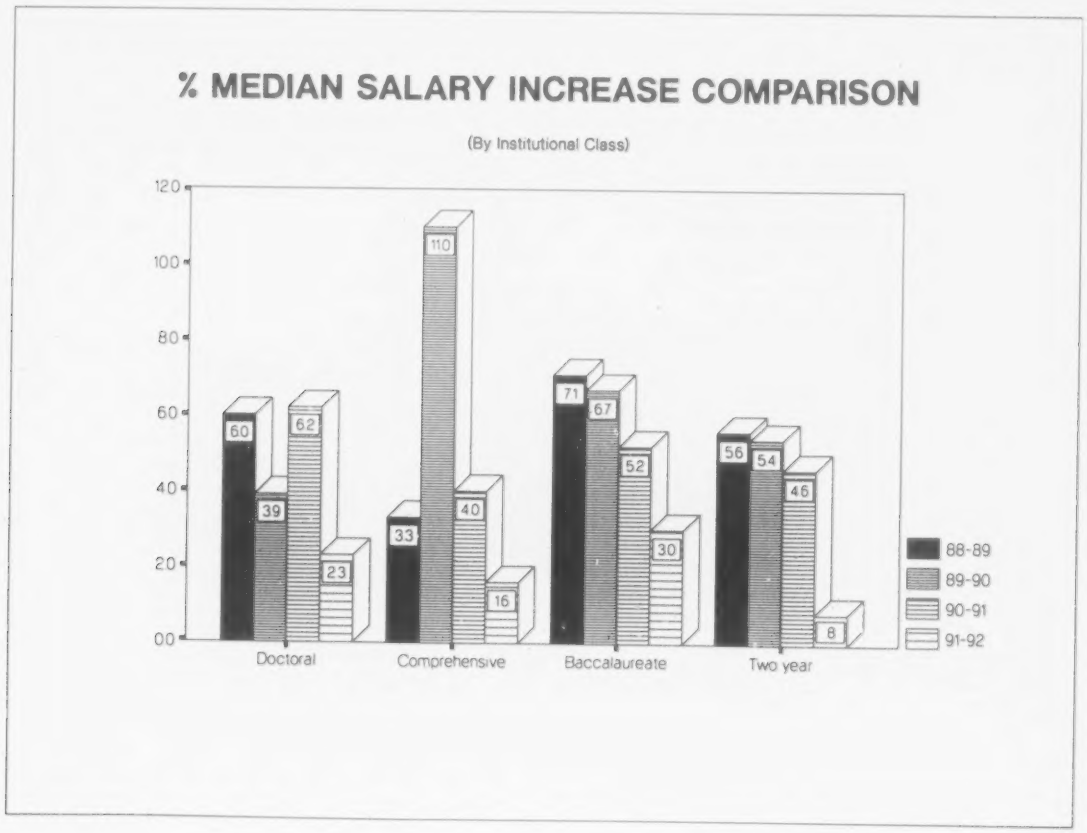
Salary data shown on the basic tables in this report indicate the median and the percentile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it is not skewed by extremely high and low salaries as is the mean.
- The 20th percentile indicates the salary level that 20 percent of all reported salaries either equal or fall below.
- The 40th percentile indicates the salary level that 40 percent of all reported salaries either equal or fall below.
- The 60th percentile indicates the salary level that 60 percent of all reported salaries either equal or fall below.
- The 80th percentile indicates the salary level that 80 percent of all reported salaries either equal or fall below.

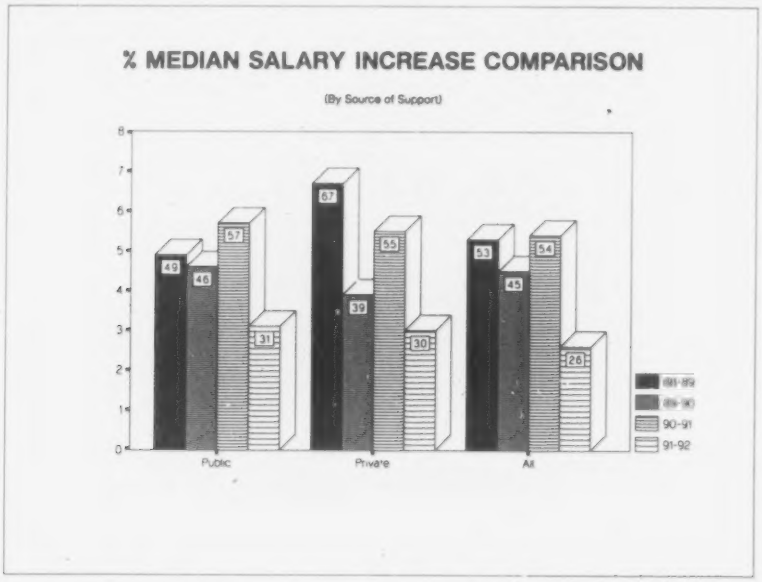
1991-92 SALARY INCREASES

For the positions surveyed in 1991-92, the percentage increase in median salaries by institutional classification, source of support, and job family are shown on the following charts. Increase figures are given for the survey years 1988-89 through 1991-92 so comparisons can be made. The overall increase for 1991-92 was 2.6 percent.

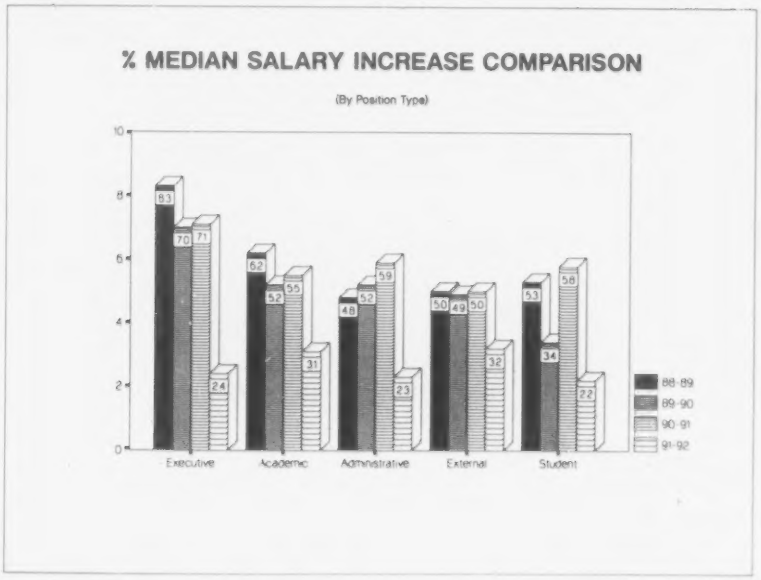
According to the chart below, the rate of increase from 1990-91 to 1991-92 was lower than in previous years for all institutional classifications. The results of this survey indicate that the highest increase in salaries occurred in the general baccalaureate institutions at 3.0 percent. Salary increases were seen in doctoral institutions and comprehensive insitutions at a rate of 2.3 percent and 1.6 percent, respectively. The increase in two year institutions was .8 percent which was the lowest increase reported.



When examining the median salaries by source of support, the percentage increases from 1990-91 to 1991-92 were lower than in previous years for all support types, which is consistent with the other findings. From 1990-91 to 1991-92 increases were 3.1 percent for public institutions, 3.0 percent for private institutions, and 2.6 percent for all institutions.



Increases were seen in 1991-92 median salaries when results were analyzed by position type, but were at a lower rate than in past surveys. Across all positions, those increases were 2.4 percent for executive positions, 3.1 percent for academic positions, 2.3 percent for administrative positions, 3.2 percent for external affairs positions, and 2.2 percent for student affairs positions. The highest increase in salaries occurred in the academic and external affairs positions.



SPECIAL STUDY INFORMATION

The survey tables summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. However, the data base from which these tables were developed can provide a great deal of additional information. CUPA uses this data to formulate salary survey information to meet the specialized requirements or preferences of a particular institution.

Customized reports can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least eight institutions are included to maintain confidentiality of information). Data are not identified by institution.
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported in the survey questionnaire may be used to sort the desired information—individually or in any combination. All results are accompanied by a list of the respondents that were selected to provide the sample data. These reports can be ordered throughout the year by using the form on page 99.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA national office staff at (202) 429-0311, Ext.18.

1991-92 SALARY COMPARISON WORKSHEET

As part of the 1991-92 survey report a sample Salary Comparison Worksheet has been included (see Appendix D). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage ratio for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through the CUPA national office. Questions regarding the worksheet may also be directed to the CUPA office.

Tables

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $9.1 MIL OR LESS	QUARTILE 2 $9.1-$19.4 MIL	QUARTILE 3 $19.4-$53 MIL	QUARTILE 4 $53 MIL OR MORE	MEDIAN BUDGET $19.4 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$73,378	$84,000	$95,000	$133,163	$99,452	239
101.10 Asst to Ceo/System	$39,679	$55,404	$48,656	$70,571	$62,676	86
102.00 Ceo / Single Inst	$72,500	$90,000	$106,000	$126,800	$95,500	1168
102.10 Asst to Ceo/Single	$33,000	$36,800	$47,702	$60,100	$46,723	530
103.00 Exec Vice Pres	$54,170	$67,700	$75,743	$110,000	$75,743	221
ACADEMIC						
201.00 Chief Acad Off	$53,281	$64,266	$80,550	$104,498	$72,676	1291
202.00 Chf Hlth Prof Off	$43,032	$46,142	$70,606	$146,350	$105,000	79
203.00 Dir Library Serv	$33,264	$40,762	$53,000	$72,634	$47,064	1126
203.10 Circulatn Librarian	$19,911	$24,595	$27,273	$34,703	$29,165	503
203.20 Acquistns Librarian	$21,640	$26,583	$32,323	$39,643	$33,611	479
203.30 Tech Serv Librarian	$24,228	$28,000	$34,670	$46,079	$33,817	675
203.40 Public Serv Librarian	$25,185	$27,770	$35,100	$47,102	$36,000	431
203.50 Reference Librarian	$23,616	$27,844	$30,443	$38,725	$31,328	675
204.00 Dir Instit Research	$38,732	$40,000	$47,939	$58,289	$48,980	517
204.10 Assc Dir Inst Res	$31,150	$24,585	$36,000	$41,707	$38,474	139
205.00 Dir Educ Media Serv	$27,000	$29,687	$34,038	$48,231	$35,931	514
206.00 Dir Learning Res Ctr	$33,116	$36,357	$39,896	$48,569	$38,742	441
207.00 Dir Internatl Std Ed	$31,055	$38,018	$41,647	$54,418	$47,947	214
208.00 Dir Comp Ctr Opr/Acad	$34,629	$35,090	$48,000	$62,875	$47,800	410
208.10 Assc Dir CC Opr/Acad	$25,875	$28,328	$36,200	$53,150	$42,809	146
209.00 Admn Grants-Contract	$30,000	$35,989	$39,412	$57,744	$47,874	454
210.00 Dean,Architecture	$47,808	$52,215	$65,000	$92,477	$90,441	63
211.00 Dean,Agriculture	$42,406	$53,826	$63,593	$98,313	$90,168	71
212.00 Dean,Arts & Letters	$43,779	$47,812	$58,798	$82,637	$61,944	115
213.00 Dean,Arts & Sciences	$49,062	$55,000	$67,300	$91,183	$72,363	408
214.00 Dean,Business	$42,220	$51,537	$68,441	$100,000	$71,658	622
215.00 Dean,Communications	$34,500	$43,695	$55,294	$89,500	$56,127	96
216.00 Dean,Continuing Ed	$42,294	$46,750	$57,248	$71,500	$54,471	532
217.00 Dean,Dentistry	$44,800	$48,034	$46,458	$122,797	$120,000	47
218.00 Dean,Education	$33,500	$49,289	$64,512	$83,650	$70,000	399
219.00 Dean,Engineering	$47,760	$53,357	$65,408	$105,199	$90,400	255
221.00 Dean,Extension	$37,860	$49,382	$62,944	$84,657	$62,899	85
222.00 Dean,Fine Arts	$34,000	$44,002	$59,259	$81,350	$65,050	160
223.00 Dean,Graduate Program	$42,150	$50,000	$61,967	$83,500	$70,784	372
224.00 Dean,Hlth-Rltd Prof	$46,265	$49,216	$63,545	$83,600	$65,000	213
225.00 Dean,Home Economics	$23,000	*	$51,383	$88,572	$82,000	45
226.00 Dean,Humanities	$36,459	$46,862	$56,485	$73,809	$50,992	179
227.00 Dean,Instruction	$44,670	$58,990	$66,368	$61,905	$57,854	44
228.00 Dean,Law	$38,400	$67,834	$115,804	$129,834	$124,965	118
229.00 Dean,Lib & Inf Sci	$45,480	$52,017	$60,919	$84,000	$69,607	76
230.00 Dean,Mathematics	$38,092	$43,732	$55,963	$66,993	$51,453	105
231.00 Dean,Medicine	*	$102,861	$158,500	$177,000	$173,287	65
232.00 Dean,Music	$34,000	$39,615	$52,000	$85,389	$61,542	77
233.00 Dean,Nursing	$43,100	$47,987	$61,714	$86,484	$65,000	273
234.00 Dean,Occ Std/Voc Ed	$47,241	$50,071	$62,079	$71,000	$54,065	198
235.00 Dean,Pharmacy	*	*	$82,950	$99,878	$99,300	53
236.00 Dean,Public Health	$51,216	*	*	$131,500	$128,250	20
237.00 Dean,Sciences	$37,790	$49,134	$61,700	$89,500	$60,001	226
238.00 Dean,Social Sciences	$38,775	$45,858	$56,402	$80,989	$51,714	176
239.00 Dean,Social Work	$37,750	$50,997	$72,782	$92,300	$84,043	59
240.00 Dean,Special Programs	$39,215	$40,812	$58,178	$68,936	$48,469	111
241.00 Dean,Undergrad Prog	$38,677	$55,305	$58,000	$77,550	$59,500	102
242.00 Dean,Veterinary Sci	*	*	*	$110,250	$110,250	23
ADMINISTRATIVE						
301.00 Chief Business Off	$49,855	$62,084	$79,000	$97,815	$68,500	1138
301.01 Chief Admin Off	$43,500	$56,789	$69,500	$87,640	$68,712	243
301.02 Chief Financial Off	$39,600	$49,600	$62,417	$81,022	$63,268	394
301.10 Dir Env Health-Safety	$25,000	$30,077	$36,000	$51,230	$46,897	204
301.20 Dir Telecommunic	$26,078	$32,328	$38,004	$51,431	$46,736	309
302.00 Chief Planning Off	$45,292	$51,163	$60,420	$72,545	$62,797	186
303.00 Chief Budgeting Off	$31,765	$42,365	$50,965	$62,700	$55,030	377
303.10 Assc Budget Dir	$35,584	$31,325	$39,699	$48,571	$43,460	194
304.00 Chief Plan-Budgt Off	$57,230	$52,844	$48,623	$77,414	$70,200	85
305.00 General Counsel	$16,800	$44,300	$57,800	$78,196	$73,826	196
305.10 Staff Attorneys	*	$42,261	$55,000	$56,020	$55,461	104
306.00 Chf Personnel/HR Off	$29,981	$38,502	$47,941	$65,000	$50,637	793
306.10 Assc Dir Pers/HR	$27,250	$29,580	$34,000	$46,778	$40,222	309
306.20 Manager Benefits	$26,368	$24,497	$28,900	$38,009	$33,570	365
306.30 Manager Training-Dev	$32,276	$37,148	$32,513	$37,800	$36,193	163
306.40 Manager Empl Relatns	$24,204	$32,556	$35,020	$41,685	$40,803	81
306.50 Manager Labor Rel	$24,204	*	$44,174	$51,852	$49,662	60
306.60 Manager Employment	$23,152	$26,710	$29,568	$36,714	$33,413	239
306.70 Mgr Wage-Sal/Mgr,Comp	$24,204	$21,400	$31,856	$39,250	$37,147	188
306.80 Mgr Personnel Inf Sys	$28,117	$37,939	$27,019	$38,800	$36,130	132
307.00 Dir AA/EEO	$27,904	$45,900	$43,600	$54,852	$51,315	314
307.10 Assc Dir AA/EEO	*	$29,234	$39,240	$36,843	$38,016	76
308.00 Dir Pers-AA	$33,237	$35,363	$46,582	$55,730	$39,557	209
309.00 Chief Inform Sys Off	$35,191	$44,692	$57,256	$74,052	$57,872	649
309 10 Assc Dir Computer Ctr	$30,395	$33,500	$42,886	$59,435	$45,662	251
309.20 Data Base Admin	$23,284	$32,012	$37,512	$48,240	$43,700	215
309.30 Sys Analyst I-Hi	$29,213	$30,473	$35,784	$43,273	$38,892	403
309.40 Sys Analyst II-Lo	$24,000	$24,900	$29,000	$34,897	$32,064	251
309.50 Prog Analyst I-Hi	$26,903	$28,059	$32,384	$36,191	$32,684	573
309.60 Prog Analyst II-Lo	$23,805	$24,786	$27,000	$27,744	$26,832	471
310.00 Dir Comp Ctr Opr/Ad	$32,215	$38,500	$48,000	$62,589	$47,230	507

*3 cases or less

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $9.1 MIL OR LESS	QUARTILE 2 $9.1-$19.4 MIL	QUARTILE 3 $19.4-$53 MIL	QUARTILE 4 $53 MIL OR MORE	MEDIAN BUDGET $19.4 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$26,249	$27,000	$41,600	$53,504	$41,861	197
312.00 Chf Phys Plnt/Fac	$32,100	$41,063	$52,314	$67,250	$49,410	1108
312.10 Assc Dir Phys Plnt	$26,210	$30,815	$39,208	$53,711	$41,262	508
312.20 Mgr Landscape/Grnds	$22,923	$25,700	$30,365	$37,086	$31,723	516
312.30 Mgr Bldg Mnt Trades	$25,000	$29,019	$33,948	$41,401	$35,097	426
312.40 Mgr Tech Trades	$24,636	$29,794	$34,164	$42,404	$37,588	210
312.50 Mgr Custodial Srv	$20,889	$24,156	$30,000	$36,881	$30,120	589
312.60 Mgr Power Plant	$28,831	$33,251	$35,137	$42,300	$39,460	244
313.00 Comptroller	$32,475	$40,799	$51,578	$66,310	$50,000	752
313.10 Manager Payroll	$20,000	$24,886	$28,024	$37,845	$30,531	588
314.00 Dir Accounting	$28,300	$32,802	$40,368	$50,617	$41,508	519
314.10 Staff Accountant-Hi	$23,291	$25,828	$31,000	$33,026	$30,000	590
314.20 Staff Accountant-Lo	$19,141	$20,000	$24,926	$25,242	$24,228	461
315.00 Bursar	$21,988	$30,944	$34,339	$46,752	$36,630	397
315.10 Assc Bursar	$20,520	$19,425	$27,500	$35,006	$30,213	112
316.00 Dir Purchasing	$22,957	$30,020	$36,575	$49,607	$38,976	694
316.10 Assc Dir Purchasing	$22,096	$24,235	$27,608	$40,925	$36,000	226
317.00 Dir Bookstore	$20,406	$25,320	$33,540	$44,880	$29,088	715
317.10 Assc Dir Bookstore	$18,958	$18,353	$23,282	$32,088	$25,750	197
318.00 Dir Internal Audit	$32,310	$34,463	$38,207	$53,000	$47,706	307
319.00 Dir Aux Services	$29,851	$39,210	$46,690	$60,183	$51,180	301
319.10 Mgr Mail Services	$15,664	$17,996	$21,828	$29,251	$23,213	491
320.00 Dir Campus Security	$23,330	$26,924	$35,894	$49,522	$37,382	819
321.00 Dir Risk Mgt/Ins	$40,110	$22,327	$43,293	$52,500	$51,266	138
322.00 Admin Hosp Med Ctr	$28,392	*	$59,488	$141,060	$136,667	45
322.10 Dir Med Ctr Pub Rel	*	$62,400	$35,306	$58,530	$58,530	41
322.20 Dir Med Ctr Pers	*	*	*	$66,507	$66,507	26
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,005	$55,760	$71,162	$86,012	$64,000	818
401.10 Dir Annual Giving	$30,000	$31,500	$36,400	$41,700	$36,130	509
401.20 Dir Corp/Fndtn Rel	$34,420	$36,167	$40,875	$51,622	$43,343	363
401.30 Coord Res Dev	$25,195	$27,000	$29,838	$35,323	$30,725	220
401.40 Dir Estate Pln	$36,903	$36,000	$48,900	$57,000	$48,900	189
402.00 Chf Public Rel Off	$30,000	$35,000	$43,430	$64,003	$43,048	684
402.10 Dir Gov/Leg Rel	$46,279	$35,000	$60,700	$68,336	$65,840	153
403.00 Chf Dev/Pub Rel Off	$41,390	$50,345	$70,000	$89,500	$71,000	233
404.00 Dir Alumni Affairs	$25,518	$29,700	$37,368	$47,740	$36,490	735
405.00 Dir Dev/Alumni Aff	$30,000	$40,103	$48,510	$64,592	$45,000	131
406.00 Dir Spec/Defer Gifts	$33,250	$34,608	$45,279	$56,310	$45,856	169
407.00 Dir Church Relations	$32,413	$34,544	$41,197	$56,500	$36,000	81
408.00 Dir Community Serv	$35,097	$40,606	$44,055	$47,177	$42,761	177
409.00 Dir Publications	$26,000	$32,177	$33,267	$43,671	$36,915	459
409.10 Assc Dir Publicatns	$20,883	$23,827	$28,350	$34,303	$29,000	175
409.20 Mgr Printing Srv	$19,500	$22,938	$28,668	$37,878	$30,990	454
410.00 Dir Info Office	$27,036	$31,574	$36,828	$48,943	$37,745	401
411.00 Dir News Bureau	$21,525	$24,277	$28,665	$38,241	$33,168	249
STUDENT SERVICES						
501.00 Chf Student Aff Off	$43,827	$52,452	$65,920	$83,208	$60,662	1075
501.50 Dean of Students	$36,750	$44,569	$50,000	$60,000	$49,945	465
502.00 Chief Admissions Off	$34,290	$40,000	$50,985	$56,110	$45,621	902
502.10 Assc Dir Admissions	$24,911	$26,598	$33,005	$39,514	$32,568	679
502.20 Admissions Counselor	$19,469	$20,010	$22,130	$24,409	$21,889	736
502.30 Academic Advisor	$27,190	$26,300	$29,500	$27,122	$27,420	293
503.00 Dir Adm & Registrar	$36,481	$43,350	$49,078	$65,070	$46,989	208
504.00 Registrar	$28,420	$34,500	$43,534	$55,000	$40,000	1056
504.10 Assc Registrar	$20,295	$25,899	$32,137	$40,031	$33,790	387
504.20 Asst Registrar	$18,610	$21,420	$25,950	$31,656	$26,502	413
505.00 Dir Adm/Fin Aid	$33,600	$50,418	$55,378	$69,660	$48,550	132
506.00 Dir Student Fin Aid	$28,238	$35,000	$41,783	$52,421	$39,264	1189
506.10 Assc Dir Std Fin Aid	$20,424	$23,972	$28,694	$37,258	$29,203	623
507.00 Dir Food Services	$24,550	$32,916	$41,088	$53,225	$40,728	309
507.10 Assc Dir Food Serv	$20,000	$24,000	$31,400	$41,065	$34,042	145
508.00 Dir Residence Halls	$22,589	$28,000	$35,087	$49,090	$36,000	572
508.10 Assc Dir Std Housing	$24,764	$21,840	$28,500	$37,118	$31,860	246
508.20 Housing Off/Adm Opr	$20,206	$21,617	$28,000	$37,692	$32,320	167
508.30 Housing Off/Res Life	$19,238	$23,109	$25,915	$34,020	$26,702	298
509.00 Dir Union/Std Act	$24,099	$28,311	$35,516	$49,277	$38,070	175
510.00 Dir Foreign Students	$23,500	$27,823	$30,000	$38,215	$33,643	265
511.00 Dir Student Union	$24,204	$29,398	$36,921	$47,250	$41,004	225
511.10 Assc Dir Std Union	$19,049	$26,903	$29,206	$36,360	$33,819	130
512.00 Dir Std Activities	$22,865	$26,000	$31,458	$39,972	$30,500	659
513.00 Dir Career Dev-Plcmt	$26,486	$30,091	$37,205	$47,237	$36,875	893
514.00 Dir Std Counseling	$31,752	$34,818	$43,171	$52,080	$42,750	790
514.10 Assc Dir Std Cnslg	$25,400	$28,588	$31,665	$44,894	$36,693	204
515.00 Dir Std Hlth-Physicn	$34,405	$42,394	$73,730	$82,171	$79,615	216
516.00 Dir Std Hlth-Nurse	$20,000	$23,736	$30,704	$39,453	$29,510	523
517.00 Dir Campus Ministries	$25,184	$29,000	$35,445	$43,133	$32,000	311
518.00 Dir Athletics	$32,270	$39,900	$52,014	$73,004	$50,500	833
519.00 Dir Sports Info	$19,000	$22,025	$25,678	$33,174	$28,000	473
520.00 Dir Athletics/Men	$35,250	$38,423	$47,590	$58,000	$49,100	61
521.00 Dir Athletics/Women	$23,960	$27,840	$36,919	$48,911	$40,543	142
522.00 Dir Campus Rec	$20,779	$25,560	$29,316	$40,894	$32,911	403
523.00 Chief Enrollment Mgmt	$40,349	$44,739	$56,458	$65,100	$54,372	197
524.00 Dir Minority Affairs	$25,000	$26,500	$33,602	$44,200	$37,000	311
525.00 Dir Conferences	$30,743	$27,500	$31,200	$43,441	$36,225	237

*3 cases or less

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $11.2 MIL OR LESS	QUARTILE 2 $11.2-$28.9 MIL	QUARTILE 3 $28.9-$85 MIL	QUARTILE 4 $85 MIL OR MORE	MEDIAN BUDGET $28.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$75,150	$85,762	$99,016	$134,450	$100,546	160
101.10 Asst to Ceo/System	$58,083	$52,787	$49,311	$71,112	$64,244	73
102.00 Ceo / Single Inst	$75,710	$90,000	$99,225	$129,562	$93,544	587
102.10 Asst to Ceo/Single	$35,002	$43,962	$54,263	$63,324	$53,942	262
103.00 Exec Vice Pres	$60,134	$67,200	$75,743	$103,495	$78,804	103
ACADEMIC						
201.00 Chief Acad Off	$58,043	$70,320	$84,000	$105,074	$76,213	661
202.00 Chf Hlth Prof Off	$45,696	$46,142	$76,411	$141,669	$102,936	53
203.00 Dir Library Serv	$37,920	$47,552	$59,463	$79,306	$54,906	517
203.10 Circulatn Librarian	$27,818	$28,680	$33,000	$36,046	$33,297	250
203.20 Acquistns Librarian	$26,515	$32,158	$36,234	$40,600	$37,897	244
203.30 Tech Serv Librarian	$28,383	$33,926	$39,263	$50,976	$39,134	316
203.40 Public Serv Librarian	$29,217	$34,577	$39,490	$50,748	$40,649	224
203.50 Reference Librarian	$34,240	$31,138	$34,433	$39,863	$34,940	313
204.00 Dir Instit Research	$40,000	$44,623	$50,700	$60,637	$50,999	365
204.10 Assc Dir Inst Res	$32,300	$34,977	$37,372	$44,934	$40,630	98
205.00 Dir Educ Media Serv	$32,659	$37,455	$42,588	$56,292	$43,291	283
206.00 Dir Learning Res Ctr	$40,253	$43,672	$49,344	$50,814	$44,923	256
207.00 Dir Internatl Std Ed	$34,783	$51,462	$49,100	$55,917	$54,200	125
208.00 Dir Comp Ctr Opr/Acad	$37,800	$42,810	$52,601	$72,125	$51,520	181
208.10 Assc Dir CC Opr/Acad	$35,372	$39,539	$40,917	$55,056	$47,015	67
209.00 Admn Grants-Contract	$36,190	$39,151	$47,874	$60,000	$50,400	307
210.00 Dean,Architecture	$47,808	$77,000	$84,491	$91,485	$89,541	48
211.00 Dean,Agriculture	$42,406	$61,250	$66,752	$100,968	$89,838	70
212.00 Dean,Arts & Letters	$51,842	$54,901	$69,323	$92,440	$67,135	88
213.00 Dean,Arts & Sciences	$49,090	$63,654	$73,291	$95,146	$72,355	274
214.00 Dean,Business	$47,178	$56,702	$73,711	$104,513	$71,616	427
215.00 Dean,Communications	$45,533	$45,438	$60,005	$92,235	$66,500	57
216.00 Dean,Continuing Ed	$46,554	$51,108	$62,004	$79,000	$56,451	358
217.00 Dean,Dentistry	*	$48,034	$43,734	$120,000	$118,045	36
218.00 Dean,Education	$43,901	$60,043	$71,824	$89,777	$74,400	275
219.00 Dean,Engineering	$49,125	$55,899	$73,278	$106,545	$90,210	188
221.00 Dean,Extension	$43,285	$49,804	$62,022	$87,688	$62,922	70
222.00 Dean,Fine Arts	$40,010	$52,251	$68,430	$86,026	$70,836	103
223.00 Dean,Graduate Program	$55,093	$56,879	$68,500	$89,962	$75,000	214
224.00 Dean,Hlth-Rltd Prof	$45,976	$53,600	$68,994	$88,238	$66,035	183
225.00 Dean,Home Economics	*	$60,918	$63,002	$90,000	$82,331	38
226.00 Dean,Humanities	$47,592	$51,970	$66,454	$86,482	$56,848	116
227.00 Dean,Instruction	$48,150	$61,751	$61,377	$69,680	$59,015	36
228.00 Dean,Law	$38,400	$48,443	$102,537	$122,280	$117,574	65
229.00 Dean,Lib & Inf Sci	$46,127	$52,400	$61,800	$83,515	$68,688	62
230.00 Dean,Mathematics	$44,235	$51,453	$58,797	$70,824	$55,963	73
231.00 Dean,Medicine	$89,837	*	$160,912	$171,626	$169,626	50
232.00 Dean,Music	*	$63,000	$61,584	$83,541	$79,500	25
233.00 Dean,Nursing	$42,522	$54,921	$68,059	$90,640	$68,897	179
234.00 Dean,Occ Std/Voc Ed	$46,350	$53,081	$65,354	$75,175	$54,160	186
235.00 Dean,Pharmacy	*	$75,895	$62,608	$103,339	$101,178	44
236.00 Dean,Public Health	$51,216	*	$88,620	$125,000	$125,000	15
237.00 Dean,Sciences	$46,758	$55,906	$67,520	$96,724	$65,700	155
238.00 Dean,Social Sciences	$44,974	$55,425	$67,829	$95,654	$57,875	114
239.00 Dean,Social Work	*	$50,997	$71,564	$92,300	$87,376	38
240.00 Dean,Special Programs	$40,303	$51,655	$57,750	$77,884	$51,156	69
241.00 Dean,Undergrad Prog	$47,640	$56,514	$63,992	$78,100	$66,050	41
242.00 Dean,Veterinary Sci	*	*	$97,540	$109,824	$109,566	20
ADMINISTRATIVE						
301.00 Chief Business Off	$54,424	$66,447	$79,920	$98,000	$71,582	600
301.01 Chief Admin Off	$53,900	$62,678	$72,604	$91,401	$72,466	143
301.02 Chief Financial Off	$41,008	$56,388	$64,770	$83,500	$66,044	218
301.10 Dir Env Health-Safety	$36,128	$39,000	$40,149	$53,244	$46,734	152
301.20 Dir Telecommunic	$32,114	$38,060	$43,470	$56,000	$48,262	208
302.00 Chief Planning Off	$50,086	$54,724	$64,185	$74,668	$64,876	133
303.00 Chief Budgeting Off	$44,956	$45,418	$50,483	$65,150	$56,000	267
303.10 Assc Budget Dir	$36,168	$35,831	$39,243	$51,600	$43,460	142
304.00 Chief Plan-Budgt Off	*	$48,900	$60,000	$78,431	$73,524	60
305.00 General Counsel	$68,880	$53,251	$60,170	$78,298	$72,000	135
305.10 Staff Attorneys	*	$54,521	$52,240	$54,007	$53,547	71
306.00 Chf Personnel/HR Off	$34,702	$44,264	$52,903	$68,208	$54,573	461
306.10 Assc Dir Pers/HR	$28,566	$35,858	$40,680	$49,678	$43,860	197
306.20 Manager Benefits	$26,000	$26,000	$30,552	$41,568	$34,107	226
306.30 Manager Training-Dev	$35,501	$32,526	$32,669	$38,247	$36,193	129
306.40 Manager Empl Relatns	$32,556	$54,859	$34,670	$42,860	$41,921	59
306.50 Manager Labor Rel	*	$44,174	$47,245	$50,184	$48,943	50
306.60 Manager Employment	$45,761	$28,207	$30,067	$39,561	$34,020	164
306.70 Mgr Wage-Sal/Mgr,Comp	$42,770	$36,504	$32,026	$38,479	$37,147	130
306.80 Mgr Personnel Inf Sys	$24,000	$49,136	$32,984	$40,549	$37,121	86
307.00 Dir AA/EEO	$34,518	$49,075	$44,316	$55,796	$51,315	262
307.10 Assc Dir AA/EEO	*	$33,724	$34,965	$36,014	$36,014	61
308.00 Dir Pers-AA	$35,652	$41,557	$48,436	$62,000	$41,241	126
309.00 Chief Inform Sys Off	$39,621	$53,160	$61,381	$77,606	$59,828	394
309.10 Assc Dir Computer Ctr	$33,649	$42,789	$47,940	$59,571	$49,115	151
309.20 Data Base Admin	$35,737	$36,531	$39,863	$51,177	$45,678	135
309.30 Sys Analyst I-Hi	$30,000	$35,180	$39,528	$44,232	$39,738	253
309.40 Sys Analyst II-Lo	$27,082	$31,200	$31,849	$34,507	$33,024	163
309.50 Prog Analyst I-Hi	$28,668	$30,863	$34,192	$34,455	$33,418	334
309.60 Prog Analyst II-Lo	$24,504	$26,726	$27,683	$26,720	$26,728	277
310.00 Dir Comp Ctr Opr/Ad	$35,897	$44,813	$52,494	$64,750	$52,160	228

*3 cases or less

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CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $11.2 MIL OR LESS	QUARTILE 2 $11.2-$28.9 MIL	QUARTILE 3 $28.9-$85 MIL	QUARTILE 4 $85 MIL OR MORE	MEDIAN BUDGET $28.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$32,391	$36,712	$43,000	$55,162	$45,243	94
312.00 Chf Phys Plnt/Fac	$35,252	$46,106	$54,982	$71,185	$53,059	583
312.10 Assc Dir Phys Plnt	$28,140	$35,038	$43,315	$57,167	$43,500	286
312.20 Mgr Landscape/Grnds	$23,000	$26,811	$31,649	$37,615	$32,869	286
312.30 Mgr Bldg Mnt Trades	$24,203	$31,740	$34,938	$42,768	$36,345	226
312.40 Mgr Tech Trades	$30,000	$29,774	$34,955	$42,636	$39,132	115
312.50 Mgr Custodial Srv	$23,112	$26,133	$31,466	$37,464	$31,985	322
312.60 Mgr Power Plant	$24,018	$32,776	$36,876	$43,320	$38,393	174
313.00 Comptroller	$36,295	$45,600	$53,872	$67,749	$52,270	355
313.10 Manager Payroll	$23,340	$26,002	$31,155	$42,050	$33,517	338
314.00 Dir Accounting	$31,700	$36,450	$43,300	$53,400	$44,430	308
314.10 Staff Accountant-Hi	$27,563	$29,412	$32,995	$32,006	$31,061	324
314.20 Staff Accountant-Lo	$23,416	$24,926	$26,638	$24,621	$24,963	260
315.00 Bursar	$27,910	$35,033	$36,540	$49,895	$40,128	213
315.10 Assc Bursar	$22,000	$27,559	$31,370	$35,941	$33,000	51
316.00 Dir Purchasing	$23,856	$35,469	$41,400	$54,845	$42,068	448
316.10 Assc Dir Purchasing	$26,986	$27,160	$30,100	$44,860	$36,977	160
317.00 Dir Bookstore	$22,476	$30,410	$37,787	$45,607	$34,939	360
317.10 Assc Dir Bookstore	$18,669	$25,150	$28,065	$33,012	$28,760	120
318.00 Dir Internal Audit	$33,300	$35,000	$41,621	$53,000	$46,235	235
319.00 Dir Aux Services	$34,293	$44,040	$49,629	$62,600	$52,288	193
319.10 Mgr Mail Services	$19,333	$22,018	$23,679	$29,109	$26,059	224
320.00 Dir Campus Security	$26,924	$32,690	$41,100	$55,100	$41,844	428
321.00 Dir Risk Mgt/Ins	$56,016	$22,327	$44,750	$52,406	$49,648	91
322.00 Admin Hosp Med Ctr	*	*	$131,875	$136,667	$134,271	34
322.10 Dir Med Ctr Pub Rel	*	*	*	$56,424	$56,424	26
322.20 Dir Med Ctr Pers	*	*	*	$67,034	$67,034	17
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$41,500	$54,391	$69,000	$85,500	$65,000	301
401.10 Dir Annual Giving	$33,995	$33,577	$37,100	$38,601	$37,801	142
401.20 Dir Corp/Fndtn Rel	$32,536	$44,169	$45,000	$52,750	$47,990	118
401.30 Coord Res Dev	$33,000	$30,900	$34,876	$35,408	$35,014	66
401.40 Dir Estate Pln	*	$29,000	$39,800	$55,043	$51,463	32
402.00 Chf Public Rel Off	$32,799	$38,518	$49,673	$67,200	$47,762	313
402.10 Dir Gov/Leg Rel	$54,558	*	$63,784	$70,000	$67,500	111
403.00 Chf Dev/Pub Rel Off	$41,390	$49,825	$72,300	$90,000	$72,470	130
404.00 Dir Alumni Affairs	$26,000	$29,725	$38,800	$51,418	$41,440	275
405.00 Dir Dev/Alumni Aff	$31,500	$44,179	$48,783	$68,500	$46,784	64
406.00 Dir Spec/Defer Gifts	*	$28,152	$52,655	$50,346	$50,182	38
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$38,348	$45,031	$52,757	$51,167	$44,325	129
409.00 Dir Publications	$29,884	$35,070	$38,499	$43,441	$39,312	215
409.10 Assc Dir Publicatns	$22,048	$33,041	$30,748	$34,303	$32,492	58
409.20 Mgr Printing Srv	$23,076	$27,784	$30,893	$40,996	$33,660	263
410.00 Dir Info Office	$31,046	$34,200	$40,576	$51,546	$40,696	240
411.00 Dir News Bureau	$22,889	$26,899	$34,915	$40,937	$36,468	129
STUDENT SERVICES						
501.00 Chf Student Aff Off	$49,380	$60,810	$70,236	$87,664	$66,196	580
501.50 Dean of Students	$48,576	$52,364	$53,000	$61,614	$55,000	219
502.00 Chief Admissions Off	$35,815	$44,450	$49,450	$56,360	$47,807	395
502.10 Assc Dir Admissions	$27,497	$30,934	$36,505	$39,457	$35,784	259
502.20 Admissions Counselor	$24,787	$24,831	$24,159	$25,182	$24,902	273
502.30 Academic Advisor	$30,295	$29,210	$28,240	$27,073	$28,401	160
503.00 Dir Adm & Registrar	$39,014	$47,137	$54,779	$66,444	$47,750	179
504.00 Registrar	$33,958	$41,459	$47,892	$58,028	$46,500	443
504.10 Assc Registrar	$24,408	$31,927	$36,587	$41,435	$37,628	200
504.20 Asst Registrar	$24,500	$26,202	$29,471	$33,759	$30,220	182
505.00 Dir Adm/Fin Aid	$39,546	$51,867	$62,328	$70,400	$48,052	34
506.00 Dir Student Fin Aid	$32,716	$40,499	$45,000	$54,036	$41,958	604
506.10 Assc Dir Std Fin Aid	$24,454	$28,650	$32,938	$39,839	$33,632	283
507.00 Dir Food Services	$26,466	$30,000	$41,121	$52,589	$42,146	161
507.10 Assc Dir Food Serv	$23,155	$20,545	$32,505	$41,121	$37,359	74
508.00 Dir Residence Halls	$29,423	$35,000	$40,921	$55,000	$43,000	261
508.10 Assc Dir Std Housing	$29,000	$32,564	$31,748	$42,774	$36,401	123
508.20 Housing Off/Adm Opr	$19,068	$28,500	$30,017	$40,077	$36,153	94
508.30 Housing Off/Res Life	$20,676	$22,660	$30,474	$36,574	$30,550	130
509.00 Dir Union/Std Act	$25,800	$38,070	$42,500	$52,488	$44,722	87
510.00 Dir Foreign Students	$21,840	$30,824	$32,812	$41,604	$38,200	135
511.00 Dir Student Union	$31,514	$34,488	$41,437	$52,489	$44,541	157
511.10 Assc Dir Std Union	$29,647	$29,412	$36,500	$37,604	$36,418	102
512.00 Dir Std Activities	$28,709	$32,818	$38,500	$43,186	$35,375	333
513.00 Dir Career Dev-Plcmt	$31,395	$36,981	$40,633	$49,548	$41,052	435
514.00 Dir Std Counseling	$35,000	$43,259	$47,959	$57,925	$46,515	440
514.10 Assc Dir Std Cnslg	$26,873	$35,941	$40,633	$46,800	$42,528	110
515.00 Dir Std Hlth-Physicn	$42,837	$63,684	$71,632	$82,171	$78,218	152
516.00 Dir Std Hlth-Nurse	$28,846	$26,633	$33,633	$41,244	$34,000	181
517.00 Dir Campus Ministries	*	*	*	$48,198	$48,198	6
518.00 Dir Athletics	$38,740	$47,737	$57,820	$84,075	$56,962	387
519.00 Dir Sports Info	$22,960	$23,472	$29,020	$37,523	$31,650	231
520.00 Dir Athletics/Men	$41,000	$48,421	$52,386	$63,350	$54,665	30
521.00 Dir Athletics/Women	$35,000	$36,938	$40,661	$52,093	$48,155	64
522.00 Dir Campus Rec	$21,804	$28,000	$35,000	$46,332	$36,480	230
523.00 Chief Enrollment Mgmt	$40,175	$46,048	$55,640	$63,387	$54,372	87
524.00 Dir Minority Affairs	$27,810	$30,200	$35,302	$46,823	$39,052	165
525.00 Dir Conferences	$38,639	$33,800	$35,364	$49,129	$42,000	118

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $8.7 MIL OR LESS	QUARTILE 2 $8.7-$18.9 MIL	QUARTILE 3 $18.9-$43.6 MIL	QUARTILE 4 $43.6 MIL OR MORE	MEDIAN BUDGET $18.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$77,500	$95,000	$109,000	$190,000	$105,200	45
101.10 Asst to Ceo/System	$32,500	$28,300	$45,500	$60,000	$45,500	9
102.00 Ceo / Single Inst	$73,695	$99,225	$126,943	$164,050	$113,627	326
102.10 Asst to Ceo/Single	$33,200	$34,500	$45,977	$52,000	$42,700	170
103.00 Exec Vice Pres	$60,966	$68,972	$90,390	$133,173	$82,610	64
ACADEMIC						
201.00 Chief Acad Off	$51,355	$70,000	$86,798	$113,650	$77,910	346
202.00 Chf Hlth Prof Off	*	$50,197	$92,500	$235,500	$197,500	18
203.00 Dir Library Serv	$30,000	$39,450	$50,231	$70,300	$45,010	337
203.10 Circulatn Librarian	$18,881	$23,650	$25,253	$33,474	$26,583	144
203.20 Acquistns Librarian	$20,000	$26,832	$31,262	$38,183	$33,452	134
203.30 Tech Serv Librarian	$24,228	$26,345	$32,800	$40,245	$32,642	194
203.40 Public Serv Librarian	$27,284	$25,718	$32,779	$43,280	$34,606	122
203.50 Reference Librarian	$22,506	$25,440	$28,555	$36,767	$29,500	205
204.00 Dir Instit Research	$41,000	$37,800	$42,250	$57,650	$48,875	80
204.10 Assc Dir Inst Res	$36,000	$22,510	$36,234	$35,102	$34,314	30
205.00 Dir Educ Media Serv	$24,334	$26,955	$31,577	$39,000	$32,558	124
206.00 Dir Learning Res Ctr	$26,840	$31,821	$32,292	$38,350	$33,075	93
207.00 Dir Internatl Std Ed	$70,932	$39,849	$40,622	$48,471	$41,761	50
208.00 Dir Comp Ctr Opr/Acad	$32,303	$33,792	$46,200	$62,141	$45,795	144
208.10 Assc Dir CC Opr/Acad	$23,920	$23,017	$28,895	$50,518	$39,550	53
209.00 Admn Grants-Contract	$24,127	$32,125	$38,012	$56,000	$43,700	97
210.00 Dean,Architecture	*	$52,215	$58,200	$105,000	$98,250	15
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$43,779	$47,540	$55,543	$79,960	$56,300	15
213.00 Dean,Arts & Sciences	$41,538	$48,880	$65,000	$95,811	$73,668	87
214.00 Dean,Business	$36,030	$59,080	$70,351	$123,000	$80,637	107
215.00 Dean,Communications	$34,100	$40,398	$41,120	$108,200	$58,610	16
216.00 Dean,Continuing Ed	$39,315	$41,200	$56,922	$79,400	$54,548	104
217.00 Dean,Dentistry	*	*	$85,000	$125,165	$124,500	7
218.00 Dean,Education	$30,000	$48,995	$51,800	$80,000	$54,400	57
219.00 Dean,Engineering	$60,001	$49,590	$75,091	$115,000	$93,000	51
221.00 Dean,Extension	$37,860	$48,000	$31,615	$94,350	$80,000	7
222.00 Dean,Fine Arts	$35,000	$55,709	$47,975	$99,000	$59,325	27
223.00 Dean,Graduate Program	$42,000	$49,500	$63,642	$88,100	$69,285	93
224.00 Dean,Hlth-Rltd Prof	$50,880	$60,000	$61,787	$77,750	$62,000	21
225.00 Dean,Home Economics	$23,000	*	$38,818	$90,000	$40,990	5
226.00 Dean,Humanities	$24,300	$48,082	$50,501	$85,675	$44,850	28
227.00 Dean,Instruction	$20,000	$59,549	$50,217	$64,600	$56,465	5
228.00 Dean,Law	*	$64,473	$103,818	$147,000	$143,500	36
229.00 Dean,Lib & Inf Sci	*	$35,053	*	$99,000	$99,000	10
230.00 Dean,Mathematics	*	$37,510	$63,600	$61,625	$51,063	12
231.00 Dean,Medicine	*	*	$115,885	$219,200	$218,400	13
232.00 Dean,Music	$36,712	$41,305	$49,769	$85,389	$72,550	23
233.00 Dean,Nursing	$41,441	$48,000	$61,631	$95,000	$65,000	46
234.00 Dean,Occ Std/Voc Ed	$72,501	$44,312	$66,900	$68,233	$60,001	9
235.00 Dean,Pharmacy	*	*	$93,475	$100,615	$99,615	6
236.00 Dean,Public Health	*	*	*	$188,500	$188,500	4
237.00 Dean,Sciences	$29,100	$47,033	$54,950	$81,594	$56,868	33
238.00 Dean,Social Sciences	$33,020	$42,098	$46,110	$79,642	$46,213	26
239.00 Dean,Social Work	$38,845	$46,240	$56,642	$103,125	$78,529	15
240.00 Dean,Special Programs	$30,000	$40,950	$69,653	$73,622	$55,713	15
241.00 Dean,Undergrad Prog	$35,712	$56,010	$58,000	$87,500	$64,065	36
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$47,446	$66,300	$86,730	$110,700	$76,076	290
301.01 Chief Admin Off	$39,000	$59,500	$70,421	$88,250	$67,015	65
301.02 Chief Financial Off	$40,400	$48,500	$64,000	$96,863	$64,800	110
301.10 Dir Env Health-Safety	$20,660	$25,000	$30,045	$59,995	$55,000	37
301.20 Dir Telecommunic	*	$40,785	$34,892	$52,000	$47,756	70
302.00 Chief Planning Off	$25,440	$56,900	$55,730	$86,463	$61,000	33
303.00 Chief Budgeting Off	$31,030	$44,000	$49,978	$63,270	$56,366	72
303.10 Assc Budget Dir	$30,900	$31,800	$38,200	$51,000	$46,600	35
304.00 Chief Plan-Budgt Off	$34,100	*	$45,625	$77,790	$63,500	19
305.00 General Counsel	$13,400	$37,829	$75,000	$94,500	$81,500	45
305.10 Staff Attorneys	*	$30,000	$80,200	$63,373	$63,412	27
306.00 Chf Personnel/HR Off	$31,350	$37,586	$46,764	$62,400	$47,971	211
306.10 Assc Dir Pers/HR	$29,580	$28,200	$32,420	$44,183	$36,728	82
306.20 Manager Benefits	$26,736	$22,918	$32,000	$36,517	$33,730	96
306.30 Manager Training-Dev	*	*	$40,824	$38,121	$38,121	26
306.40 Manager Empl Relatns	*	*	*	$40,622	$40,622	16
306.50 Manager Labor Rel	*	*	$30,000	$59,500	$55,700	8
306.60 Manager Employment	*	*	$30,000	$35,639	$33,000	59
306.70 Mgr Wage-Sal/Mgr,Comp	*	$20,975	$32,870	$40,310	$38,500	47
306.80 Mgr Personnel Inf Sys	$46,117	*	$26,448	$38,860	$37,200	33
307.00 Dir AA/EEO	*	$20,000	$37,601	$57,850	$53,100	44
307.10 Assc Dir AA/EEO	*	*	$40,345	$40,000	$40,000	15
308.00 Dir Pers-AA	$34,710	$32,484	$44,469	$60,876	$40,035	47
309.00 Chief Inform Sys Off	$32,724	$44,867	$57,812	$73,170	$59,850	149
309.10 Assc Dir Computer Ctr	$25,052	$33,612	$41,150	$63,354	$41,500	61
309.20 Data Base Admin	$21,103	$34,178	$39,459	$46,048	$44,509	50
309.30 Sys Analyst I-Hi	$20,000	$30,008	$31,040	$44,225	$38,900	98
309.40 Sys Analyst II-Lo	$25,480	$24,450	$28,203	$34,972	$32,614	57
309.50 Prog Analyst I-Hi	$30,720	$28,080	$31,043	$37,594	$32,875	152

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $8.7 MIL OR LESS	QUARTILE 2 $8.7-$18.9 MIL	QUARTILE 3 $18.9-$43.6 MIL	QUARTILE 4 $43.6 MIL OR MORE	MEDIAN BUDGET $18.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$24,000	$24,000	$27,000	$28,413	$27,340	123
310.00 Dir Comp Ctr Opr/Ad	$29,500	$40,925	$47,200	$62,372	$47,600	164
310.10 Assc Dir Comp Ctr	$20,000	$26,250	$40,000	$48,400	$40,000	59
312.00 Chf Phys Plnt/Fac	$30,000	$40,517	$50,654	$69,630	$49,400	305
312.10 Assc Dir Phys Plnt	$25,865	$32,219	$36,275	$52,005	$40,400	139
312.20 Mgr Landscape/Grnds	$24,183	$26,160	$30,535	$39,375	$32,888	136
312.30 Mgr Bldg Mnt Trades	$26,046	$31,632	$33,476	$41,656	$35,751	116
312.40 Mgr Tech Trades	$31,524	$30,222	$36,317	$41,721	$37,500	65
312.50 Mgr Custodial Srv	$20,500	$24,607	$30,175	$38,563	$30,930	161
312.60 Mgr Power Plant	$33,644	$34,672	$35,000	$45,401	$41,600	53
313.00 Comptroller	$32,245	$40,975	$53,825	$70,900	$51,500	238
313.10 Manager Payroll	$20,800	$22,877	$27,848	$36,653	$29,714	155
314.00 Dir Accounting	$25,944	$30,322	$38,400	$48,927	$39,500	129
314.10 Staff Accountant-Hi	$22,620	$28,950	$30,675	$34,600	$30,063	159
314.20 Staff Accountant-Lo	$21,350	$20,983	$24,060	$26,328	$24,252	125
315.00 Bursar	$22,310	$31,859	$33,125	$42,786	$34,865	122
315.10 Assc Bursar	$20,500	$19,000	$26,306	$35,750	$27,165	42
316.00 Dir Purchasing	$28,642	$26,150	$31,200	$45,500	$35,346	158
316.10 Assc Dir Purchasing	$15,668	$22,205	$25,988	$38,139	$34,700	47
317.00 Dir Bookstore	$19,500	$24,430	$29,400	$44,370	$27,039	180
317.10 Assc Dir Bookstore	$19,536	$16,708	$21,419	$28,325	$21,644	50
318.00 Dir Internal Audit	*	$36,375	$36,050	$57,822	$55,256	55
319.00 Dir Aux Services	$10,017	$39,210	$40,100	$60,500	$52,500	67
319.10 Mgr Mail Services	$15,876	$17,856	$22,676	$30,241	$22,679	155
320.00 Dir Campus Security	$22,440	$26,125	$35,000	$48,300	$36,680	230
321.00 Dir Risk Mgt/Ins	*	*	$57,750	$56,400	$57,500	33
322.00 Admin Hosp Med Ctr	$28,392	*	$59,488	$207,500	$182,500	10
322.10 Dir Med Ctr Pub Rel	*	$63,000	$35,306	$70,779	$65,000	13
322.20 Dir Med Ctr Pers	*	*	*	$56,000	$56,000	7
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$47,000	$63,428	$75,000	$98,913	$71,550	281
401.10 Dir Annual Giving	$31,709	$31,936	$36,050	$44,478	$37,272	213
401.20 Dir Corp/Fndtn Rel	$38,000	$33,920	$40,450	$52,000	$42,708	166
401.30 Coord Res Dev	$17,975	$26,000	$29,750	$37,065	$31,000	95
401.40 Dir Estate Pln	$36,903	$38,250	$49,140	$55,000	$49,670	87
402.00 Chf Public Rel Off	$28,156	$35,926	$42,100	$67,500	$43,813	214
402.10 Dir Gov/Leg Rel	$38,000	$29,000	$51,705	$64,738	$60,000	33
403.00 Chf Dev/Pub Rel Off	$42,970	$59,000	$62,900	$109,100	$71,850	54
404.00 Dir Alumni Affairs	$24,257	$30,258	$38,200	$48,000	$36,100	263
405.00 Dir Dev/Alumni Aff	$34,305	$45,000	$54,908	$75,125	$48,750	33
406.00 Dir Spec/Defer Gifts	$45,160	$37,646	$44,650	$59,252	$49,330	80
407.00 Dir Church Relations	$21,600	$37,783	$45,923	$60,500	$37,783	14
408.00 Dir Community Serv	*	$30,000	$35,084	$42,475	$40,318	22
409.00 Dir Publications	$26,996	$30,903	$32,527	$46,175	$37,143	150
409.10 Assc Dir Publicatns	$26,838	$24,044	$28,663	$34,080	$28,325	75
409.20 Mgr Printing Srv	$21,161	$23,003	$25,687	$34,535	$28,000	107
410.00 Dir Info Office	$27,036	$31,800	$33,500	$49,539	$37,084	89
411.00 Dir News Bureau	$20,300	$24,150	$30,900	$38,000	$31,059	68
STUDENT SERVICES						
501.00 Chf Student Aff Off	$40,500	$51,230	$65,000	$84,800	$59,845	269
501.50 Dean of Students	$30,500	$40,450	$48,912	$58,200	$48,348	141
502.00 Chief Admissions Off	$34,990	$44,000	$56,000	$64,500	$50,500	285
502.10 Assc Dir Admissions	$25,249	$27,839	$33,025	$38,464	$32,672	248
502.20 Admissions Counselor	$19,500	$20,000	$22,000	$24,500	$21,600	266
502.30 Academic Advisor	$22,000	$23,024	$27,239	$28,813	$26,182	77
503.00 Dir Adm & Registrar	$28,400	$35,421	$53,524	$58,600	$41,000	19
504.00 Registrar	$28,500	$32,208	$41,040	$52,109	$38,650	340
504.10 Assc Registrar	$20,242	$21,537	$30,475	$36,350	$31,200	121
504.20 Asst Registrar	$19,285	$20,000	$25,297	$28,000	$25,000	128
505.00 Dir Adm/Fin Aid	$36,600	$42,200	$55,378	$70,000	$49,250	54
506.00 Dir Student Fin Aid	$26,903	$34,000	$42,200	$53,100	$39,603	329
506.10 Assc Dir Std Fin Aid	$20,833	$24,005	$26,775	$35,010	$28,308	205
507.00 Dir Food Services	$25,700	$35,625	$41,055	$58,915	$42,767	83
507.10 Assc Dir Food Serv	$15,844	$28,950	$33,900	$41,026	$33,922	39
508.00 Dir Residence Halls	$21,105	$27,275	$34,500	$46,500	$34,686	175
508.10 Assc Dir Std Housing	$24,100	$23,853	$25,751	$33,600	$29,131	73
508.20 Housing Off/Adm Opr	$25,000	$22,600	$28,182	$34,660	$31,635	48
508.30 Housing Off/Res Life	$18,975	$24,000	$24,500	$33,786	$25,703	104
509.00 Dir Union/Std Act	$23,000	$24,500	$29,000	$41,600	$35,000	59
510.00 Dir Foreign Students	$16,300	$27,748	$30,000	$37,275	$32,608	73
511.00 Dir Student Union	*	$41,600	$26,750	$39,060	$33,883	34
511.10 Assc Dir Std Union	$17,960	$33,685	$21,881	$33,750	$30,459	17
512.00 Dir Std Activities	$20,625	$25,000	$29,092	$34,252	$28,429	180
513.00 Dir Career Dev-Plcmt	$25,000	$29,432	$36,471	$43,900	$35,558	269
514.00 Dir Std Counseling	$25,900	$29,500	$40,187	$47,249	$40,792	194
514.10 Assc Dir Std Cnslg	$26,483	$24,000	$27,299	$39,100	$30,386	57
515.00 Dir Std Hlth-Physicn	*	$40,000	$78,450	$94,027	$90,480	49
516.00 Dir Std Hlth-Nurse	$21,650	$23,625	$30,721	$37,600	$30,275	174
517.00 Dir Campus Ministries	$26,000	$28,300	$33,998	$43,800	$35,000	122
518.00 Dir Athletics	$30,744	$40,000	$51,180	$67,820	$50,913	237
519.00 Dir Sports Info	$16,000	$24,500	$24,063	$29,733	$26,555	139
520.00 Dir Athletics/Men	$18,875	$41,325	$46,000	$58,000	$41,325	11
521.00 Dir Athletics/Women	$23,960	$27,900	$35,000	$34,758	$32,860	42
522.00 Dir Campus Rec	$23,754	$22,813	$29,372	$35,250	$30,825	96
523.00 Chief Enrollment Mgmt	$34,148	$45,430	$56,514	$72,238	$55,880	53
524.00 Dir Minority Affairs	$32,030	$28,000	$33,448	$41,600	$37,000	89
525.00 Dir Conferences	$29,750	$26,696	$30,910	$40,065	$33,413	68

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.5 MIL OR LESS	QUARTILE 2 $6.5-$12 MIL	QUARTILE 3 $12-$21.6 MIL	QUARTILE 4 $21.6 MIL OR MORE	MEDIAN BUDGET $12 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$65,300	$72,900	$85,445	$125,000	$80,025	34
101.10 Asst to Ceo/System	*	$40,000	*	$42,400	$40,000	4
102.00 Ceo / Single Inst	$61,200	$79,647	$91,539	$120,000	$88,282	255
102.10 Asst to Ceo/Single	$35,869	$30,072	$35,000	$47,701	$39,350	98
103.00 Exec Vice Pres	$45,814	$55,000	$72,000	$90,275	$67,700	54
ACADEMIC						
201.00 Chief Acad Off	$46,050	$55,783	$61,200	$84,750	$60,000	284
202.00 Chf Hlth Prof Off	$24,204	$27,500	$56,661	$202,250	$50,291	8
203.00 Dir Library Serv	$28,888	$33,750	$38,377	$52,188	$37,800	272
203.10 Circulatn Librarian	$17,347	$19,138	$23,250	$26,670	$23,125	109
203.20 Acquistns Librarian	$13,650	$19,564	$24,456	$29,270	$24,456	101
203.30 Tech Serv Librarian	$22,279	$23,540	$26,704	$34,863	$26,925	165
203.40 Public Serv Librarian	$22,486	$22,880	$27,075	$33,744	$28,324	85
203.50 Reference Librarian	$23,000	$23,000	$27,000	$28,965	$26,655	157
204.00 Dir Instit Research	$27,694	$36,059	$41,849	$41,900	$39,299	72
204.10 Assc Dir Inst Res	$24,616	$25,500	*	$38,513	$38,000	11
205.00 Dir Educ Media Serv	$22,883	$25,815	$27,120	$33,500	$27,760	107
206.00 Dir Learning Res Ctr	$24,760	$24,010	$28,676	$33,001	$28,382	92
207.00 Dir Internatl Std Ed	$25,184	$25,334	$36,600	$39,907	$36,500	39
208.00 Dir Comp Ctr Opr/Acad	$20,725	$35,500	$39,375	$47,030	$39,840	85
208.10 Assc Dir CC Opr/Acad	*	$24,686	$28,356	$41,234	$29,103	26
209.00 Admn Grants-Contract	$25,829	$26,040	$27,993	$50,000	$36,200	50
212.00 Dean,Arts & Letters	$33,048	$34,967	$47,000	$57,594	$45,700	12
213.00 Dean,Arts & Sciences	*	$37,757	$50,700	$77,211	$66,400	47
214.00 Dean,Business	$35,677	$38,069	$55,500	$87,600	$63,150	88
215.00 Dean,Communications	*	$31,650	$42,339	$59,000	$39,677	23
216.00 Dean,Continuing Ed	$29,400	$37,096	$42,927	$55,032	$43,900	70
217.00 Dean,Dentistry	*	$44,800	*	$123,594	$110,297	4
218.00 Dean,Education	$30,975	$33,923	$45,000	$62,200	$45,000	67
219.00 Dean,Engineering	*	$47,907	$41,310	$88,864	$69,000	16
221.00 Dean,Extension	$29,050	$25,500	$57,000	$64,889	$57,300	8
222.00 Dean,Fine Arts	$22,728	$34,160	$43,060	$52,053	$36,164	30
223.00 Dean,Graduate Program	$38,428	$45,000	$44,855	$65,908	$50,000	65
224.00 Dean,Hlth-Rltd Prof	$26,125	$42,453	$47,992	$58,229	$45,000	9
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$28,795	$36,459	$44,917	$47,476	$42,000	35
227.00 Dean,Instruction	*	*	*	*	*	3
228.00 Dean,Law	*	$27,300	*	$134,280	$133,560	17
229.00 Dean,Lib & Inf Sci	$21,744	$32,551	$68,479	*	$32,551	4
230.00 Dean,Mathematics	$28,500	$32,350	$51,000	$50,333	$35,529	20
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	$28,964	$34,000	$47,895	$60,750	$39,809	29
233.00 Dean,Nursing	$43,746	$44,799	$47,103	$78,800	$49,427	48
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	*	*	*	*	*	3
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$37,373	$35,975	$42,210	$56,479	$40,270	38
238.00 Dean,Social Sciences	$32,125	$35,600	$41,852	$48,093	$39,558	36
239.00 Dean,Social Work	*	$42,975	$60,920	$97,051	$60,920	6
240.00 Dean,Special Programs	$36,538	$34,495	$42,900	$56,410	$42,400	27
241.00 Dean,Undergrad Prog	$55,720	$36,573	$52,102	$54,600	$52,102	25
ADMINISTRATIVE						
301.00 Chief Business Off	$40,500	$50,999	$61,000	$82,100	$58,233	248
301.01 Chief Admin Off	$36,500	$42,900	$52,700	$79,946	$54,200	35
301.02 Chief Financial Off	$32,400	$43,250	$49,400	$75,000	$51,200	66
301.10 Dir Env Health-Safety	*	$26,763	$31,039	$35,120	$33,000	15
301.20 Dir Telecommunic	*	$20,750	$30,000	$40,000	$39,250	31
302.00 Chief Planning Off	$43,932	$41,009	$41,835	$61,570	$45,136	20
303.00 Chief Budgeting Off	$27,924	$35,875	$42,280	$54,999	$43,314	38
303.10 Assc Budget Dir	$35,000	$24,750	$30,030	$42,300	$38,000	17
304.00 Chief Plan-Budgt Off	*	$53,218	*	$69,000	$61,109	6
305.00 General Counsel	*	$29,950	$63,650	$67,435	$65,079	16
305.10 Staff Attorneys	*	*	*	$49,250	$49,250	6
306.00 Chf Personnel/HR Off	$24,204	$27,950	$32,650	$49,011	$38,020	121
306.10 Assc Dir Pers/HR	$12,000	$19,980	$28,774	$34,665	$30,963	30
306.20 Manager Benefits	$16,975	$22,779	$23,324	$30,546	$29,484	43
306.30 Manager Training-Dev	$24,204	*	$29,506	$30,214	$29,900	8
306.40 Manager Empl Relatns	$24,204	*	$29,508	$38,465	$37,500	6
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$23,152	*	*	$30,713	$29,275	16
306.70 Mgr Wage-Sal/Mgr,Comp	$23,359	$21,400	*	$37,250	$32,636	11
306.80 Mgr Personnel Inf Sys	*	*	$23,920	$29,227	$29,203	13
307.00 Dir AA/EEO	*	$17,030	*	$48,000	$47,685	8
308.00 Dir Pers-AA	$24,777	$28,000	$28,680	$44,050	$33,343	36
309.00 Chief Inform Sys Off	$33,500	$32,235	$41,136	$59,072	$44,146	106
309.10 Assc Dir Computer Ctr	$18,900	$23,800	$33,948	$43,352	$32,615	39
309.20 Data Base Admin	$20,000	$24,179	$29,604	$35,550	$30,263	30
309.30 Sys Analyst I-Hi	$18,765	$28,220	$28,353	$35,500	$32,035	52
309.40 Sys Analyst II-Lo	$15,000	$19,243	$22,235	$33,188	$23,662	31
309.50 Prog Analyst I-Hi	$18,500	$22,680	$27,243	$32,659	$29,750	87
309.60 Prog Analyst II-Lo	$16,900	$19,799	$23,874	$27,656	$26,000	71
310.00 Dir Comp Ctr Opr/Ad	$24,078	$32,041	$33,200	$48,013	$36,600	115
310.10 Assc Dir Comp Ctr	$19,425	$21,474	$28,840	$46,239	$31,986	44
312.00 Chf Phys Plnt/Fac	$31,176	$33,340	$40,275	$53,600	$39,927	220

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.5 MIL OR LESS	QUARTILE 2 $6.5-$12 MIL	QUARTILE 3 $12-$21.6 MIL	QUARTILE 4 $21.6 MIL OR MORE	MEDIAN BUDGET $12 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.10 Assc Dir Phys Plnt	$26,400	$27,685	$31,008	$42,559	$32,250	83
312.20 Mgr Landscape/Grnds	$19,800	$21,655	$26,607	$31,500	$26,864	94
312.30 Mgr Bldg Mnt Trades	$24,000	$27,063	$27,840	$36,350	$29,247	84
312.40 Mgr Tech Trades	$21,000	$22,194	$29,000	$35,663	$30,674	30
312.50 Mgr Custodial Srv	$22,106	$20,942	$24,797	$31,228	$24,699	106
312.60 Mgr Power Plant	*	$23,400	$33,745	$40,750	$39,470	17
313.00 Comptroller	$31,133	$32,000	$39,531	$54,550	$41,250	159
313.10 Manager Payroll	$20,500	$19,200	$24,000	$27,750	$24,448	95
314.00 Dir Accounting	$22,488	$25,875	$34,254	$42,340	$31,265	82
314.10 Staff Accountant-Hi	$21,011	$20,400	$25,000	$31,500	$24,822	107
314.20 Staff Accountant-Lo	$16,589	$16,570	$19,650	$25,129	$21,421	76
315.00 Bursar	$19,656	$20,153	$30,133	$34,500	$28,582	62
315.10 Assc Bursar	$15,225	$18,112	$19,500	$32,000	$29,078	19
316.00 Dir Purchasing	$18,280	$25,459	$30,000	$35,976	$32,312	88
316.10 Assc Dir Purchasing	*	$16,844	$22,180	$33,804	$26,132	19
317.00 Dir Bookstore	$19,555	$20,210	$24,806	$35,108	$22,530	175
317.10 Assc Dir Bookstore	$19,020	$16,600	$17,772	$25,560	$19,660	27
318.00 Dir Internal Audit	$15,828	$24,675	*	$50,000	$49,196	17
319.00 Dir Aux Services	$24,204	$28,312	$36,000	$49,400	$38,480	41
319.10 Mgr Mail Services	$13,495	$16,271	$17,950	$22,464	$17,996	112
320.00 Dir Campus Security	$14,900	$21,510	$26,906	$36,040	$28,000	161
321.00 Dir Risk Mgt/Ins	$24,204	*	$34,500	$44,091	$41,698	14
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,200	$52,175	$57,000	$75,000	$55,340	236
401.10 Dir Annual Giving	$30,600	$30,000	$31,607	$36,750	$32,494	154
401.20 Dir Corp/Fndtn Rel	$37,500	$32,725	$38,122	$42,813	$38,122	79
401.30 Coord Res Dev	$25,148	$25,145	$28,420	$29,948	$27,000	59
401.40 Dir Estate Pln	$34,179	$37,031	$38,933	$54,494	$44,710	70
402.00 Chf Public Rel Off	$27,934	$27,557	$34,850	$48,746	$35,000	157
402.10 Dir Gov/Leg Rel	*	*	$35,000	$66,503	$63,005	9
403.00 Chf Dev/Pub Rel Off	$32,760	$49,290	$52,198	$84,000	$63,500	49
404.00 Dir Alumni Affairs	$29,472	$26,000	$30,644	$39,092	$30,500	197
405.00 Dir Dev/Alumni Aff	$25,870	$27,750	$44,512	$46,237	$41,184	34
406.00 Dir Spec/Defer Gifts	$33,673	$29,750	$38,700	$46,975	$39,000	51
407.00 Dir Church Relations	$32,640	$34,949	$37,889	$43,599	$36,000	65
408.00 Dir Community Serv	$26,250	$28,665	$31,322	$33,100	$31,322	26
409.00 Dir Publications	$26,000	$25,750	$30,750	$33,755	$29,679	94
409.10 Assc Dir Publicatns	$21,000	$19,550	$20,579	$28,611	$23,573	42
409.20 Mgr Printing Srv	$19,400	$17,600	$20,949	$30,635	$24,300	84
410.00 Dir Info Office	$23,180	$25,625	$31,000	$32,178	$30,110	72
411.00 Dir News Bureau	$21,000	$24,328	$22,000	$29,808	$25,978	52
STUDENT SERVICES						
501.00 Chf Student Aff Off	$35,100	$43,500	$48,160	$66,250	$48,060	226
501.50 Dean of Students	$34,850	$34,500	$40,000	$48,500	$39,090	105
502.00 Chief Admissions Off	$30,240	$35,000	$39,750	$53,563	$37,565	222
502.10 Assc Dir Admissions	$21,000	$25,035	$26,460	$32,755	$27,812	172
502.20 Admissions Counselor	$16,970	$18,532	$19,775	$21,049	$19,679	197
502.30 Academic Advisor	$30,466	$25,135	$24,800	$27,170	$25,790	56
503.00 Dir Adm & Registrar	$34,000	$35,477	$34,823	*	$34,823	10
504.00 Registrar	$25,050	$30,450	$34,017	$44,100	$33,225	273
504.10 Assc Registrar	$18,930	$20,852	$23,600	$31,500	$26,650	66
504.20 Asst Registrar	$14,977	$18,963	$21,150	$25,283	$21,500	103
505.00 Dir Adm/Fin Aid	$27,517	$45,920	$50,015	$58,430	$48,300	44
506.00 Dir Student Fin Aid	$23,730	$27,500	$33,550	$42,300	$31,880	256
506.10 Assc Dir Std Fin Aid	$18,720	$19,418	$23,500	$29,270	$24,000	135
507.00 Dir Food Services	$21,125	$30,000	$35,000	$48,000	$33,860	65
507.10 Assc Dir Food Serv	$21,500	$24,320	$25,670	$31,600	$26,020	32
508.00 Dir Residence Halls	$20,593	$22,135	$26,583	$34,825	$27,000	136
508.10 Assc Dir Std Housing	$24,204	$15,500	$21,920	$26,164	$23,841	50
508.20 Housing Off/Adm Opr	$24,204	$19,134	$23,467	$25,475	$24,468	25
508.30 Housing Off/Res Life	$24,204	$23,700	$21,924	$31,728	$23,802	64
509.00 Dir Union/Std Act	*	$21,000	$28,311	$36,500	$31,737	29
510.00 Dir Foreign Students	$23,602	$24,729	$25,365	$30,582	$28,000	57
511.00 Dir Student Union	$24,204	$23,770	$20,950	$37,155	$30,373	34
511.10 Assc Dir Std Union	*	*	$23,437	$27,710	$26,900	11
512.00 Dir Std Activities	$20,500	$21,815	$26,158	$29,395	$25,825	146
513.00 Dir Career Dev-Plcmt	$24,200	$25,750	$29,500	$37,465	$29,400	189
514.00 Dir Std Counseling	$30,333	$29,933	$32,025	$44,853	$33,445	156
514.10 Assc Dir Std Cnslg	$22,879	$27,142	$27,093	$36,440	$30,375	37
515.00 Dir Std Hlth-Physicn	$20,807	$24,920	$26,182	$71,659	$60,000	15
516.00 Dir Std Hlth-Nurse	$19,320	$21,000	$23,167	$31,150	$24,073	168
517.00 Dir Campus Ministries	$25,000	$27,200	$29,400	$38,000	$30,000	183
518.00 Dir Athletics	$27,888	$34,818	$39,115	$54,212	$39,672	209
519.00 Dir Sports Info	$17,850	$18,750	$22,000	$26,903	$23,625	103
520.00 Dir Athletics/Men	$42,206	$15,750	$31,950	$50,500	$44,990	20
521.00 Dir Athletics/Women	$16,000	$22,065	$33,882	$40,793	$35,700	36
522.00 Dir Campus Rec	$18,900	$20,412	$24,944	$30,623	$26,060	77
523.00 Chief Enrollment Mgmt	$36,471	$43,870	$51,100	$62,470	$52,500	57
524.00 Dir Minority Affairs	$24,819	$24,248	$27,300	$37,000	$31,800	57
525.00 Dir Conferences	$41,100	$18,200	$23,838	$33,315	$28,075	51

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,003 OR LESS	QUARTILE 2 1,004-2,130	QUARTILE 3 2,131-5,947	QUARTILE 4 5,948 OR MORE	MED ENROLLMENT 2,130	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$71,500	$90,300	$90,150	$125,000	$99,350	236
101.10 Asst to Ceo/System	$30,000	$40,000	$47,835	$70,000	$62,676	84
102.00 Ceo / Single Inst	$75,329	$90,482	$97,401	$115,928	$95,527	1167
102.10 Asst to Ceo/Single	$33,705	$40,703	$48,701	$60,650	$46,723	530
103.00 Exec Vice Pres	$58,579	$70,775	$75,330	$98,300	$76,109	219
ACADEMIC						
201.00 Chief Acad Off	$54,750	$65,056	$75,000	$95,693	$72,712	1290
202.00 Chf Hlth Prof Off	$45,222	$45,045	$76,411	$143,700	$103,968	80
203.00 Dir Library Serv	$33,963	$42,027	$52,434	$69,400	$47,114	1125
203.10 Circulatn Librarian	$22,000	$24,000	$28,920	$35,391	$29,165	503
203.20 Acquistns Librarian	$23,350	$28,313	$33,069	$39,951	$33,636	478
203.30 Tech Serv Librarian	$25,007	$30,341	$35,675	$44,534	$33,849	675
203.40 Public Serv Librarian	$27,350	$29,504	$35,616	$47,528	$36,000	431
203.50 Reference Librarian	$24,000	$28,919	$31,615	$39,126	$31,364	677
204.00 Dir Instit Research	$37,758	$43,500	$45,465	$55,606	$48,980	517
204.10 Assc Dir Inst Res	$30,000	$25,075	$36,599	$41,278	$38,494	138
205.00 Dir Educ Media Serv	$25,372	$29,693	$36,596	$47,800	$35,916	515
206.00 Dir Learning Res Ctr	$28,282	$34,010	$41,200	$49,991	$38,742	441
207.00 Dir Internatl Std Ed	$32,905	$39,228	$43,125	$54,636	$47,947	214
208.00 Dir Comp Ctr Opr/Acad	$37,191	$39,840	$45,917	$62,250	$47,970	411
208.10 Assc Dir CC Opr/Acad	$24,404	$32,312	$38,200	$51,651	$42,809	148
209.00 Admn Grants-Contract	$36,434	$36,000	$44,817	$56,700	$47,874	454
210.00 Dean,Architecture	*	$67,625	$73,508	$91,980	$91,000	62
211.00 Dean,Agriculture	$84,700	$42,768	$62,000	$98,963	$90,168	71
212.00 Dean,Arts & Letters	$40,420	$47,406	$56,695	$78,000	$61,944	115
213.00 Dean,Arts & Sciences	$49,824	$51,500	$66,824	$88,000	$72,412	409
214.00 Dean,Business	$40,936	$49,986	$63,700	$90,000	$71,658	624
215.00 Dean,Communications	$32,510	$46,250	$47,344	$85,750	$56,666	95
216.00 Dean,Continuing Ed	$39,605	$46,000	$54,600	$69,960	$54,504	533
217.00 Dean,Dentistry	$111,250	$104,402	$116,998	$124,047	$120,000	47
218.00 Dean,Education	$33,990	$48,825	$61,800	$80,829	$70,000	399
219.00 Dean,Engineering	$47,956	$49,470	$63,856	$105,060	$90,400	255
221.00 Dean,Extension	$31,000	$46,592	$55,031	$83,059	$62,899	85
222.00 Dean,Fine Arts	$35,939	$41,600	$55,488	$77,068	$65,000	161
223.00 Dean,Graduate Program	$45,000	$56,500	$63,078	$80,000	$70,560	373
224.00 Dean,Hlth-Rltd Prof	$45,000	$47,701	$55,845	$75,470	$64,500	214
225.00 Dean,Home Economics	$23,000	$38,818	$45,072	$88,572	$82,000	45
226.00 Dean,Humanities	$33,608	$44,772	$53,100	$68,702	$51,137	180
227.00 Dean,Instruction	$41,375	$48,585	$61,301	$61,377	$57,276	45
228.00 Dean,Law	$53,886	$64,473	$122,000	$127,252	$124,965	118
229.00 Dean,Lib & Inf Sci	$30,101	$51,000	$52,475	$81,685	$69,607	76
230.00 Dean,Mathematics	$32,350	$45,999	$51,527	$64,480	$51,600	105
231.00 Dean,Medicine	$163,098	$139,300	$177,000	$181,875	$173,287	65
232.00 Dean,Music	$35,860	$34,533	$58,310	$83,771	$61,584	76
233.00 Dean,Nursing	$42,817	$47,700	$60,000	$84,494	$65,000	274
234.00 Dean,Occ Std/Voc Ed	$45,000	$48,482	$52,938	$66,150	$54,065	198
235.00 Dean,Pharmacy	*	$104,000	$92,000	$99,300	$99,300	53
236.00 Dean,Public Health	$118,850	$51,216	$112,875	$131,758	$128,250	20
237.00 Dean,Sciences	$36,248	$47,065	$56,900	$79,560	$60,222	227
238.00 Dean,Social Sciences	$34,510	$45,000	$55,000	$71,606	$51,724	177
239.00 Dean,Social Work	$39,130	$53,350	$77,950	$90,351	$84,043	59
240.00 Dean,Special Programs	$36,774	$40,812	$54,625	$63,717	$48,026	112
241.00 Dean,Undergrad Prog	$47,640	$54,000	$60,000	$76,500	$59,500	102
242.00 Dean,Veterinary Sci	$97,540	*	*	$110,517	$110,250	23
ADMINISTRATIVE						
301.00 Chief Business Off	$50,075	$62,500	$72,500	$88,236	$68,524	1134
301.01 Chief Admin Off	$50,461	$60,600	$65,837	$82,100	$68,712	243
301.02 Chief Financial Off	$47,000	$52,500	$61,189	$75,480	$63,434	395
301.10 Dir Env Health-Safety	$41,261	$35,604	$40,506	$50,101	$47,013	203
301.20 Dir Telecommunic	$33,203	$35,166	$39,718	$51,064	$46,798	310
302.00 Chief Planning Off	$53,455	$49,300	$57,193	$69,882	$62,800	187
303.00 Chief Budgeting Off	$34,444	$49,680	$51,163	$59,912	$55,015	378
303.10 Assc Budget Dir	$35,000	$33,370	$40,442	$47,364	$43,460	190
304.00 Chief Plan-Budgt Off	*	$53,218	$52,635	$77,500	$70,100	84
305.00 General Counsel	$52,500	$73,558	$59,305	$79,115	$73,826	196
305.10 Staff Attorneys	$48,000	$65,400	$54,266	$55,795	$55,461	104
306.00 Chf Personnel/HR Off	$34,000	$39,654	$47,523	$63,245	$50,576	793
306.10 Assc Dir Pers/HR	$29,960	$32,070	$36,000	$46,184	$40,211	308
306.20 Manager Benefits	$27,719	$28,977	$29,472	$36,570	$33,585	364
306.30 Manager Training-Dev	$35,501	$35,290	$32,500	$38,244	$36,197	164
306.40 Manager Empl Relatns	$26,629	$40,000	$39,142	$41,464	$40,803	81
306.50 Manager Labor Rel	$63,000	$57,702	$46,357	$50,184	$49,662	60
306.60 Manager Employment	$41,454	$33,058	$30,160	$36,000	$33,387	238
306.70 Mgr Wage-Sal/Mgr,Comp	$26,520	$35,383	$32,636	$39,214	$37,042	188
306.80 Mgr Personnel Inf Sys	$47,304	$30,000	$26,697	$38,212	$36,396	131
307.00 Dir AA/EEO	$49,141	$40,750	$48,160	$54,150	$51,315	314
307.10 Assc Dir AA/EEO	$39,240	$48,607	$34,131	$37,430	$38,016	76
308.00 Dir Pers-AA	$31,800	$33,758	$44,830	$49,062	$39,750	207
309.00 Chief Inform Sys Off	$35,500	$47,000	$57,111	$70,907	$57,906	649
309.10 Assc Dir Computer Ctr	$29,822	$36,670	$43,744	$56,050	$45,747	253
309.20 Data Base Admin	$29,802	$35,378	$37,506	$48,100	$43,750	216
309.30 Sys Analyst I-Hi	$30,589	$30,000	$36,609	$42,250	$38,846	402
309.40 Sys Analyst II-Lo	$24,000	$25,671	$30,371	$34,460	$32,132	250
309.50 Prog Analyst I-Hi	$30,000	$29,468	$31,712	$36,404	$32,684	571
309.60 Prog Analyst II-Lo	$24,156	$25,400	$27,501	$27,359	$26,824	472
310.00 Dir Comp Ctr Opr/Ad	$33,990	$42,096	$48,331	$61,633	$47,240	506

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,003 OR LESS	QUARTILE 2 1,004-2,130	QUARTILE 3 2,131-5,947	QUARTILE 4 5,948 OR MORE	MED ENROLLMENT 2,130	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$24,655	$34,328	$38,219	$54,274	$41,823	198
312.00 Chf Phys Plnt/Fac	$34,700	$43,290	$50,000	$64,000	$49,416	1109
312.10 Assc Dir Phys Plnt	$30,120	$35,100	$39,300	$51,000	$41,262	508
312.20 Mgr Landscape/Grnds	$24,080	$26,800	$30,000	$36,337	$31,726	515
312.30 Mgr Bldg Mnt Trades	$27,723	$31,740	$34,598	$39,481	$35,349	425
312.40 Mgr Tech Trades	$30,500	$32,858	$36,133	$41,000	$37,543	210
312.50 Mgr Custodial Srv	$21,945	$26,151	$30,000	$35,811	$30,148	588
312.60 Mgr Power Plant	$34,252	$35,721	$37,099	$42,000	$39,460	244
313.00 Comptroller	$36,500	$42,500	$50,000	$64,389	$50,000	752
313.10 Manager Payroll	$21,920	$26,106	$28,560	$37,080	$30,631	588
314.00 Dir Accounting	$29,150	$35,470	$39,638	$49,621	$41,508	521
314.10 Staff Accountant-Hi	$24,265	$27,915	$30,515	$33,158	$30,000	589
314.20 Staff Accountant-Lo	$19,891	$22,580	$24,648	$25,292	$24,228	461
315.00 Bursar	$21,620	$28,687	$35,763	$46,603	$36,720	400
315.10 Assc Bursar	$18,675	$23,983	$27,530	$35,000	$30,388	114
316.00 Dir Purchasing	$26,520	$31,551	$36,531	$48,948	$38,976	696
316.10 Assc Dir Purchasing	$23,855	$31,628	$28,343	$40,935	$35,950	227
317.00 Dir Bookstore	$21,000	$25,803	$32,376	$43,000	$29,150	715
317.10 Assc Dir Bookstore	$18,000	$20,787	$23,952	$32,371	$25,655	196
318.00 Dir Internal Audit	$36,500	$36,301	$38,000	$51,329	$47,706	307
319.00 Dir Aux Services	$29,500	$42,000	$47,485	$58,300	$51,180	301
319.10 Mgr Mail Services	$16,750	$19,219	$23,211	$28,482	$23,238	491
320.00 Dir Campus Security	$25,167	$29,828	$36,769	$49,000	$37,406	819
321.00 Dir Risk Mgt/Ins	$53,466	$52,500	$38,938	$52,244	$51,266	138
322.00 Admin Hosp Med Ctr	$127,132	$127,878	$128,502	$145,000	$136,667	45
322.10 Dir Med Ctr Pub Rel	$63,600	$58,700	$68,547	$54,287	$58,530	41
322.20 Dir Med Ctr Pers	$55,065	$68,100	*	$66,507	$66,507	26
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$50,000	$62,208	$68,130	$80,000	$64,102	818
401.10 Dir Annual Giving	$31,194	$34,000	$36,917	$40,562	$36,050	511
401.20 Dir Corp/Fndtn Rel	$37,000	$40,140	$42,459	$51,494	$43,343	363
401.30 Coord Res Dev	$25,373	$29,766	$30,633	$36,000	$30,725	220
401.40 Dir Estate Pln	$38,708	$43,860	$49,140	$59,916	$48,900	189
402.00 Chf Public Rel Off	$32,000	$38,191	$43,059	$62,976	$43,064	683
402.10 Dir Gov/Leg Rel	$62,002	$58,238	$63,000	$68,336	$65,117	153
403.00 Chf Dev/Pub Rel Off	$45,000	$52,198	$63,441	$82,070	$71,148	233
404.00 Dir Alumni Affairs	$27,984	$33,630	$37,488	$46,848	$36,500	735
405.00 Dir Dev/Alumni Aff	$37,595	$44,756	$47,725	$53,248	$45,000	131
406.00 Dir Spec/Defer Gifts	$34,608	$44,300	$48,710	$56,000	$46,056	169
407.00 Dir Church Relations	$32,433	$36,000	$46,000	$54,080	$36,000	81
408.00 Dir Community Serv	$35,664	$37,026	$43,451	$50,156	$42,761	177
409.00 Dir Publications	$28,992	$31,870	$35,000	$42,999	$36,933	460
409.10 Assc Dir Publicatns	$21,500	$25,051	$29,213	$34,000	$29,000	175
409.20 Mgr Printing Srv	$20,000	$24,816	$28,951	$37,111	$30,990	454
410.00 Dir Info Office	$26,856	$31,130	$36,640	$48,237	$37,623	400
411.00 Dir News Bureau	$29,400	$26,375	$30,160	$38,107	$33,240	248
STUDENT SERVICES						
501.00 Chf Student Aff Off	$43,827	$53,663	$63,000	$80,664	$60,875	1077
501.50 Dean of Students	$38,220	$45,000	$51,000	$59,521	$49,945	465
502.00 Chief Admissions Off	$35,000	$41,632	$49,956	$54,210	$45,994	903
502.10 Assc Dir Admissions	$25,890	$28,923	$33,000	$38,813	$32,571	682
502.20 Admissions Counselor	$19,000	$20,700	$23,415	$24,443	$21,891	737
502.30 Academic Advisor	$24,172	$27,000	$30,533	$26,909	$27,392	292
503.00 Dir Adm & Registrar	$35,398	$40,868	$46,666	$62,853	$46,989	208
504.00 Registrar	$29,000	$37,210	$44,000	$54,472	$40,000	1058
504.10 Assc Registrar	$20,852	$27,596	$33,063	$40,690	$33,805	388
504.20 Asst Registrar	$19,765	$21,500	$26,750	$32,079	$26,513	415
505.00 Dir Adm/Fin Aid	$36,273	$47,191	$58,008	$66,035	$48,550	132
506.00 Dir Student Fin Aid	$28,250	$35,840	$41,610	$52,000	$39,316	1190
506.10 Assc Dir Std Fin Aid	$21,193	$24,750	$29,620	$37,329	$29,203	625
507.00 Dir Food Services	$27,000	$35,750	$39,140	$49,795	$40,761	309
507.10 Assc Dir Food Serv	$21,500	$25,734	$33,010	$40,572	$34,181	146
508.00 Dir Residence Halls	$24,000	$29,033	$35,850	$50,000	$36,000	573
508.10 Assc Dir Std Housing	$21,920	$23,089	$31,600	$37,550	$31,800	247
508.20 Housing Off/Adm Opr	$25,000	$20,068	$28,500	$37,692	$32,221	169
508.30 Housing Off/Res Life	$19,857	$24,002	$25,000	$33,611	$26,591	300
509.00 Dir Union/Std Act	$21,000	$28,747	$37,956	$49,750	$38,051	175
510.00 Dir Foreign Students	$26,000	$28,008	$30,000	$39,318	$33,600	266
511.00 Dir Student Union	$26,000	$30,000	$38,679	$47,550	$41,004	225
511.10 Assc Dir Std Union	$23,844	$23,500	$29,412	$36,130	$33,800	129
512.00 Dir Std Activities	$22,865	$27,000	$31,589	$40,745	$30,521	662
513.00 Dir Career Dev-Plcmt	$26,903	$31,807	$37,571	$46,384	$36,920	895
514.00 Dir Std Counseling	$29,725	$34,724	$44,076	$52,080	$42,854	792
514.10 Assc Dir Std Cnslg	$26,061	$29,492	$31,665	$44,593	$36,686	205
515.00 Dir Std Hlth-Physicn	$50,000	$76,950	$72,772	$81,000	$79,615	216
516.00 Dir Std Hlth-Nurse	$22,337	$26,114	$30,887	$38,120	$29,542	524
517.00 Dir Campus Ministries	$26,250	$30,900	$38,500	$43,133	$32,000	312
518.00 Dir Athletics	$33,245	$42,529	$52,214	$69,504	$50,581	834
519.00 Dir Sports Info	$21,265	$22,200	$26,805	$33,024	$28,000	474
520.00 Dir Athletics/Men	$32,510	$45,000	$47,590	$57,893	$49,100	61
521.00 Dir Athletics/Women	$23,412	$33,421	$37,074	$49,000	$40,543	142
522.00 Dir Campus Rec	$19,958	$25,480	$30,650	$40,787	$33,000	404
523.00 Chief Enrollment Mgmt	$42,771	$48,000	$55,408	$62,572	$54,579	198
524.00 Dir Minority Affairs	$29,750	$31,320	$34,421	$42,700	$37,000	312
525.00 Dir Conferences	$27,098	$30,796	$35,320	$43,485	$36,101	238

*3 cases or less

TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,012 OR LESS	QUARTILE 2 2,013-4,498	QUARTILE 3 4,499-10,743	QUARTILE 4 10,744 OR MORE	MED ENROLLMENT 4,498	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$84,217	$88,200	$95,000	$126,500	$100,345	157
101.10 Asst to Ceo/System	$50,042	$53,023	$49,311	$70,920	$64,244	71
102.00 Ceo / Single Inst	$78,960	$89,444	$98,000	$121,850	$93,547	586
102.10 Asst to Ceo/Single	$34,852	$48,546	$54,630	$63,000	$53,942	262
103.00 Exec Vice Pres	$76,923	$69,465	$75,735	$96,258	$80,000	101
ACADEMIC						
201.00 Chief Acad Off	$58,227	$70,103	$82,272	$103,000	$76,425	660
202.00 Chf Hlth Prof Off	$45,222	$52,000	$128,040	$138,228	$102,002	54
203.00 Dir Library Serv	$38,900	$49,152	$58,634	$78,072	$54,906	517
203.10 Circulatn Librarian	$29,828	$29,290	$32,698	$37,337	$33,297	250
203.20 Acquistns Librarian	$32,158	$31,912	$35,909	$40,800	$37,897	244
203.30 Tech Serv Librarian	$29,200	$34,572	$38,389	$50,905	$39,134	316
203.40 Public Serv Librarian	$29,283	$34,897	$40,392	$51,425	$40,649	224
203.50 Reference Librarian	$31,188	$32,294	$34,794	$40,320	$34,944	314
204.00 Dir Instit Research	$42,920	$45,615	$48,829	$60,104	$51,000	364
204.10 Assc Dir Inst Res	$36,189	$36,250	$34,167	$44,934	$40,880	97
205.00 Dir Educ Media Serv	$36,118	$37,200	$41,630	$56,046	$43,291	283
206.00 Dir Learning Res Ctr	$40,282	$43,166	$48,537	$53,030	$44,984	255
207.00 Dir Internatl Std Ed	$37,348	$42,934	$49,316	$58,566	$54,200	125
208.00 Dir Comp Ctr Opr/Acad	$40,000	$44,500	$52,660	$65,936	$51,921	181
208.10 Assc Dir CC Opr/Acad	$45,381	$37,779	$43,044	$53,941	$47,717	68
209.00 Admn Grants-Contract	$38,717	$46,475	$48,169	$59,410	$50,400	307
210.00 Dean,Architecture	$83,500	$62,404	$87,243	$91,970	$89,541	48
211.00 Dean,Agriculture	$42,768	$61,250	$70,250	$101,610	$89,838	70
212.00 Dean,Arts & Letters	$45,840	$54,104	$68,347	$90,012	$67,135	88
213.00 Dean,Arts & Sciences	$50,300	$64,251	$72,500	$94,725	$72,355	274
214.00 Dean,Business	$45,964	$57,000	$73,704	$100,800	$71,584	429
215.00 Dean,Communications	$48,708	$45,343	$56,700	$89,500	$66,500	57
216.00 Dean,Continuing Ed	$46,000	$53,022	$59,800	$73,764	$56,581	359
217.00 Dean,Dentistry	$108,200	$100,000	$98,408	$125,000	$118,045	36
218.00 Dean,Education	$54,950	$61,059	$72,000	$89,433	$74,310	276
219.00 Dean,Engineering	$49,125	$56,222	$75,005	$106,195	$90,210	188
221.00 Dean,Extension	$44,796	$49,507	$61,267	$87,688	$62,922	70
222.00 Dean,Fine Arts	$41,864	$52,251	$66,615	$81,600	$70,761	104
223.00 Dean,Graduate Program	$76,170	$63,088	$67,080	$88,608	$75,000	215
224.00 Dean,Hlth-Rltd Prof	$46,530	$53,597	$67,164	$84,105	$65,860	184
225.00 Dean,Home Economics	*	$47,799	$63,523	$88,572	$82,331	38
226.00 Dean,Humanities	$47,190	$52,311	$65,456	$73,097	$56,899	117
227.00 Dean,Instruction	$47,575	$57,854	$62,200	$69,000	$59,015	36
228.00 Dean,Law	$38,400	$52,807	$94,134	$122,703	$117,574	65
229.00 Dean,Lib & Inf Sci	$51,000	$52,400	$61,381	$83,515	$68,688	62
230.00 Dean,Mathematics	$45,999	$50,517	$59,591	$61,972	$56,024	74
231.00 Dean,Medicine	$153,196	$156,665	$164,956	$175,840	$169,626	50
232.00 Dean,Music	$63,000	$50,490	$76,804	$82,634	$79,500	25
233.00 Dean,Nursing	$47,129	$54,506	$68,794	$87,270	$68,794	180
234.00 Dean,Occ Std/Voc Ed	$46,319	$52,515	$60,473	$69,700	$54,160	186
235.00 Dean,Pharmacy	$110,700	$110,640	$82,146	$103,339	$101,178	44
236.00 Dean,Public Health	$85,033	$112,875	$106,810	$132,842	$128,000	15
237.00 Dean,Sciences	$48,876	$54,777	$68,253	$89,900	$65,368	156
238.00 Dean,Social Sciences	$46,201	$51,316	$62,989	$80,988	$58,270	115
239.00 Dean,Social Work	$50,997	*	$72,352	$92,300	$87,376	38
240.00 Dean,Special Programs	$40,812	$45,513	$58,332	$66,037	$50,990	70
241.00 Dean,Undergrad Prog	$47,640	$58,027	$61,120	$81,088	$66,050	41
242.00 Dean,Veterinary Sci	$97,540	*	*	$109,824	$109,566	20
ADMINISTRATIVE						
301.00 Chief Business Off	$54,424	$66,076	$77,128	$97,150	$71,407	596
301.01 Chief Admin Off	$60,492	$64,103	$69,830	$91,357	$72,466	143
301.02 Chief Financial Off	$49,379	$57,300	$62,320	$76,766	$66,037	219
301.10 Dir Env Health-Safety	$42,200	$39,000	$40,029	$53,244	$46,781	151
301.20 Dir Telecommunic	$41,297	$36,110	$44,933	$55,900	$48,439	208
302.00 Chief Planning Off	$52,700	$57,677	$65,040	$69,915	$64,889	134
303.00 Chief Budgeting Off	$56,402	$49,250	$52,102	$64,260	$55,985	268
303.10 Assc Budget Dir	$36,870	$40,800	$36,596	$50,456	$43,460	138
304.00 Chief Plan-Budgt Off	$65,100	$52,800	$60,200	$78,431	$73,500	59
305.00 General Counsel	$59,584	$54,629	$63,632	$78,298	$72,000	135
305.10 Staff Attorneys	$52,240	$56,068	$45,921	$55,461	$53,547	71
306.00 Chf Personnel/HR Off	$38,827	$44,511	$52,000	$67,980	$54,573	459
306.10 Assc Dir Pers/HR	$38,381	$37,756	$39,996	$48,960	$43,790	196
306.20 Manager Benefits	$36,254	$26,000	$30,552	$40,496	$34,157	225
306.30 Manager Training-Dev	$40,100	$35,330	$31,920	$38,610	$36,197	130
306.40 Manager Empl Relatns	$44,944	$45,711	$35,954	$41,921	$41,921	59
306.50 Manager Labor Rel	$64,104	$46,357	$42,925	$50,994	$48,943	50
306.60 Manager Employment	$41,352	$30,500	$30,127	$37,098	$33,915	163
306.70 Mgr Wage-Sal/Mgr,Comp	$35,415	$34,409	$32,196	$39,266	$37,042	130
306.80 Mgr Personnel Inf Sys	$47,304	$38,347	$30,063	$38,915	$37,141	85
307.00 Dir AA/EEO	$46,227	$48,641	$44,200	$55,896	$51,315	262
307.10 Assc Dir AA/EEO	$40,754	$31,683	$31,212	$36,779	$36,014	61
308.00 Dir Pers-AA	$34,566	$41,196	$47,118	$53,164	$41,282	125
309.00 Chief Inform Sys Off	$43,764	$50,252	$60,285	$77,712	$59,915	392
309.10 Assc Dir Computer Ctr	$37,340	$46,037	$47,005	$59,436	$49,128	152
309.20 Data Base Admin	$42,732	$36,555	$38,715	$51,121	$45,428	136
309.30 Sys Analyst I-Hi	$31,620	$36,478	$39,301	$42,218	$39,620	251
309.40 Sys Analyst II-Lo	$28,429	$29,437	$31,380	$34,632	$32,985	162
309.50 Prog Analyst I-Hi	$29,775	$30,866	$33,512	$35,919	$33,403	333
309.60 Prog Analyst II-Lo	$26,009	$26,555	$27,259	$26,890	$26,728	277
310.00 Dir Comp Ctr Opr/Ad	$40,661	$46,385	$49,500	$64,649	$52,160	228

*3 cases or less

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CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,012 OR LESS	QUARTILE 2 2,013-4,498	QUARTILE 3 4,499-10,743	QUARTILE 4 10,744 OR MORE	MED ENROLLMENT 4,498	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$36,851	$36,712	$45,000	$53,560	$45,243	94
312.00 Chf Phys Plnt/Fac	$36,000	$46,000	$53,769	$68,110	$52,950	584
312.10 Assc Dir Phys Plnt	$33,080	$35,969	$41,257	$55,932	$43,500	286
312.20 Mgr Landscape/Gmds	$24,635	$28,490	$31,208	$37,024	$32,838	285
312.30 Mgr Bldg Mnt Trades	$31,705	$32,368	$34,810	$40,392	$36,345	226
312.40 Mgr Tech Trades	$34,227	$35,827	$34,875	$42,365	$38,899	115
312.50 Mgr Custodial Srv	$24,384	$26,568	$31,100	$36,881	$31,985	322
312.60 Mgr Power Plant	$33,733	$35,274	$36,898	$42,348	$38,393	174
313.00 Comptroller	$37,500	$46,067	$54,519	$68,000	$52,270	355
313.10 Manager Payroll	$27,656	$28,830	$30,899	$39,900	$33,542	339
314.00 Dir Accounting	$35,602	$38,950	$42,996	$52,680	$44,581	309
314.10 Staff Accountant-Hi	$27,125	$28,776	$31,989	$33,037	$31,092	323
314.20 Staff Accountant-Lo	$22,818	$24,480	$25,172	$25,255	$24,960	259
315.00 Bursar	$33,566	$36,990	$37,566	$48,360	$40,131	215
315.10 Assc Bursar	$35,144	$26,506	$31,743	$36,883	$33,006	53
316.00 Dir Purchasing	$27,554	$36,000	$40,813	$53,542	$42,087	449
316.10 Assc Dir Purchasing	$30,924	$28,820	$30,053	$44,856	$36,919	161
317.00 Dir Bookstore	$23,629	$29,954	$37,359	$46,350	$35,000	359
317.10 Assc Dir Bookstore	$22,920	$25,011	$26,209	$33,012	$28,665	119
318.00 Dir Internal Audit	$36,640	$35,020	$39,764	$52,049	$46,235	235
319.00 Dir Aux Services	$36,000	$45,300	$50,442	$60,933	$52,288	193
319.10 Mgr Mail Services	$23,853	$22,157	$23,460	$29,680	$26,117	223
320.00 Dir Campus Security	$32,551	$35,170	$38,935	$54,650	$41,844	428
321.00 Dir Risk Mgt/Ins	$56,016	$40,974	$43,549	$52,311	$49,648	91
322.00 Admin Hosp Med Ctr	$129,504	$128,502	$87,000	$146,821	$134,271	34
322.10 Dir Med Ctr Pub Rel	$64,281	$68,547	*	$51,300	$56,424	26
322.20 Dir Med Ctr Pers	$68,100	*	$33,500	$67,034	$67,034	17
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$47,000	$54,925	$66,071	$84,500	$65,000	302
401.10 Dir Annual Giving	$28,050	$35,922	$35,588	$40,063	$37,762	143
401.20 Dir Corp/Fndtn Rel	$46,500	$42,200	$45,794	$51,245	$47,990	118
401.30 Coord Res Dev	$29,741	$34,800	$30,879	$35,746	$35,014	66
401.40 Dir Estate Pln	$45,933	$29,000	$42,683	$55,386	$51,463	32
402.00 Chf Public Rel Off	$34,623	$39,900	$47,398	$65,586	$47,762	313
402.10 Dir Gov/Leg Rel	$70,380	$64,965	$60,000	$70,000	$67,374	110
403.00 Chf Dev/Pub Rel Off	$41,200	$49,825	$69,070	$86,103	$72,500	129
404.00 Dir Alumni Affairs	$35,400	$33,875	$38,144	$52,386	$41,393	276
405.00 Dir Dev/Alumni Aff	$38,325	$43,800	$49,213	$59,872	$47,150	64
406.00 Dir Spec/Defer Gifts	$26,304	$43,800	$46,481	$55,000	$50,182	38
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$38,040	$43,889	$53,338	$49,776	$44,392	128
409.00 Dir Publications	$32,025	$36,497	$38,282	$43,167	$39,361	216
409.10 Assc Dir Publicatns	$22,154	$33,733	$35,195	$33,885	$32,635	59
409.20 Mgr Printing Srv	$25,312	$28,860	$31,776	$40,441	$33,660	263
410.00 Dir Info Office	$30,962	$34,303	$40,826	$51,288	$40,692	239
411.00 Dir News Bureau	$33,438	$31,875	$32,162	$41,130	$36,468	129
STUDENT SERVICES						
501.00 Chf Student Aff Off	$51,546	$60,000	$70,000	$85,240	$66,153	582
501.50 Dean of Students	$48,579	$52,778	$53,803	$60,728	$55,000	219
502.00 Chief Admissions Off	$36,719	$44,363	$49,535	$55,896	$47,902	397
502.10 Assc Dir Admissions	$27,352	$32,394	$36,785	$39,653	$35,742	260
502.20 Admissions Counselor	$25,496	$24,660	$24,138	$25,230	$24,902	273
502.30 Academic Advisor	$28,824	$29,416	$30,413	$26,156	$28,384	159
503.00 Dir Adm & Registrar	$38,848	$47,137	$49,447	$65,994	$47,750	179
504.00 Registrar	$33,576	$43,283	$48,690	$56,499	$46,500	445
504.10 Assc Registrar	$27,960	$29,529	$36,022	$43,179	$37,628	202
504.20 Asst Registrar	$23,237	$27,344	$30,067	$33,250	$30,235	183
505.00 Dir Adm/Fin Aid	$37,226	$46,857	$58,008	$70,400	$48,052	34
506.00 Dir Student Fin Aid	$33,560	$40,494	$43,965	$54,041	$41,977	605
506.10 Assc Dir Std Fin Aid	$25,917	$27,873	$32,200	$38,956	$33,647	284
507.00 Dir Food Services	$26,970	$33,847	$41,121	$51,745	$42,146	161
507.10 Assc Dir Food Serv	$25,966	$27,129	$32,233	$40,798	$37,359	74
508.00 Dir Residence Halls	$29,285	$35,000	$40,923	$55,669	$43,000	262
508.10 Assc Dir Std Housing	$40,262	$30,000	$32,676	$43,320	$35,790	124
508.20 Housing Off/Adm Opr	$20,275	$24,318	$29,698	$38,489	$36,056	95
508.30 Housing Off/Res Life	$19,534	$23,904	$29,208	$35,240	$30,500	131
509.00 Dir Union/Std Act	$25,262	$38,196	$43,275	$53,953	$44,685	86
510.00 Dir Foreign Students	$28,500	$28,204	$32,704	$41,604	$38,003	136
511.00 Dir Student Union	$33,036	$32,444	$41,469	$52,525	$44,541	157
511.10 Assc Dir Std Union	$31,868	$29,206	$36,603	$37,604	$36,360	101
512.00 Dir Std Activities	$28,632	$33,254	$35,018	$44,162	$35,166	335
513.00 Dir Career Dev-Plcmt	$31,402	$36,920	$40,528	$48,348	$41,052	437
514.00 Dir Std Counseling	$34,978	$42,680	$47,382	$57,990	$46,515	442
514.10 Assc Dir Std Cnslg	$27,360	$38,192	$37,364	$47,204	$42,528	110
515.00 Dir Std Hlth-Physicn	$80,884	$65,712	$72,857	$81,275	$78,218	152
516.00 Dir Std Hlth-Nurse	$28,086	$29,574	$33,933	$40,567	$34,000	181
517.00 Dir Campus Ministries	$54,682	*	*	$36,567	$48,198	6
518.00 Dir Athletics	$38,620	$48,840	$56,797	$82,737	$56,968	388
519.00 Dir Sports Info	$23,000	$24,191	$28,471	$37,000	$31,620	232
520.00 Dir Athletics/Men	$41,000	$40,211	$52,693	$62,876	$54,665	30
521.00 Dir Athletics/Women	$35,000	$35,733	$38,732	$52,010	$48,155	64
522.00 Dir Campus Rec	$30,889	$30,071	$34,900	$44,132	$36,480	230
523.00 Chief Enrollment Mgmt	$40,682	$50,000	$57,177	$60,012	$54,372	87
524.00 Dir Minority Affairs	$32,323	$33,298	$35,000	$48,057	$39,034	166
525.00 Dir Conferences	$32,561	$40,968	$35,728	$46,453	$42,000	119

*3 cases or less

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 653 OR LESS	QUARTILE 2 654-1,316	QUARTILE 3 1,317-2,784	QUARTILE 4 2,785 OR MORE	MED ENROLLMENT 1,316	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$76,735	$105,000	$115,809	$192,000	$105,200	45
101.10 Asst to Ceo/System	$30,000	$35,000	$36,900	$60,000	$45,500	9
102.00 Ceo / Single Inst	$87,365	$98,950	$122,500	$150,206	$114,114	327
102.10 Asst to Ceo/Single	$33,200	$34,157	$43,300	$51,998	$42,700	170
103.00 Exec Vice Pres	$60,932	$68,972	$80,234	$130,625	$82,610	64
ACADEMIC						
201.00 Chief Acad Off	$57,963	$69,833	$84,254	$107,646	$78,440	347
202.00 Chf Hlth Prof Off	$80,500	$185,000	$30,923	$235,500	$197,500	18
203.00 Dir Library Serv	$33,401	$40,887	$50,374	$65,000	$45,010	337
203.10 Circulatn Librarian	$21,300	$22,228	$25,600	$32,126	$26,265	145
203.20 Acquistns Librarian	$24,730	$29,110	$32,708	$36,900	$33,452	134
203.30 Tech Serv Librarian	$25,272	$28,516	$33,285	$40,010	$32,655	195
203.40 Public Serv Librarian	$25,718	$29,813	$35,000	$41,986	$34,606	122
203.50 Reference Librarian	$24,000	$27,993	$29,857	$34,055	$29,531	206
204.00 Dir Instit Research	$46,400	$39,800	$50,631	$54,918	$47,750	81
204.10 Assc Dir Inst Res	$41,200	$21,335	$25,075	$36,975	$34,314	30
205.00 Dir Educ Media Serv	$30,576	$26,250	$32,830	$40,098	$32,415	125
206.00 Dir Learning Res Ctr	$28,590	$29,000	$31,888	$37,000	$33,053	94
207.00 Dir Internatl Std Ed	$46,536	$40,272	$43,900	$43,450	$41,761	50
208.00 Dir Comp Ctr Opr/Acad	$35,546	$40,816	$43,789	$58,755	$45,834	145
208.10 Assc Dir CC Opr/Acad	$30,284	$27,627	$36,300	$51,135	$39,433	54
209.00 Admn Grants Contract	$42,000	$36,434	$37,055	$55,658	$43,700	97
210.00 Dean,Architecture	*	*	$61,600	$105,000	$100,000	14
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$49,962	$43,779	$52,785	$72,218	$56,300	15
213.00 Dean,Arts & Sciences	$49,392	$51,000	$59,931	$89,769	$74,335	88
214.00 Dean,Business	$49,500	$40,268	$52,768	$101,000	$82,872	107
215.00 Dean,Communications	$36,000	$48,880	$32,200	$85,750	$61,632	15
216.00 Dean,Continuing Ed	$39,507	$44,249	$48,684	$69,155	$54,598	104
217.00 Dean,Dentistry	*	$85,000	*	$125,165	$124,500	7
218.00 Dean,Education	$28,300	$46,680	$49,289	$74,357	$53,950	56
219.00 Dean,Engineering	*	$54,471	$63,870	$114,287	$93,000	51
221.00 Dean,Extension	*	$42,930	*	$94,200	$80,000	7
222.00 Dean,Fine Arts	$36,208	$44,002	$53,400	$99,000	$59,325	27
223.00 Dean,Graduate Program	$45,047	$49,500	$61,413	$80,150	$69,285	93
224.00 Dean,Hlth Rltd Prof	$60,000	$50,880	$60,125	$65,859	$62,000	21
225.00 Dean,Home Economics	$23,000	*	$38,818	$90,000	$40,990	5
226.00 Dean,Humanities	$38,325	$36,811	$45,500	$63,367	$44,850	28
227.00 Dean,Instruction	*	*	$50,783	$64,600	$50,783	6
228.00 Dean,Law	$117,636	$69,371	*	$145,530	$143,500	36
229.00 Dean,Lib & Inf Sci	*	*	$63,920	$99,000	$99,000	10
230.00 Dean,Mathematics	*	*	$43,345	$74,698	$51,600	11
231.00 Dean,Medicine	*	$115,885	*	$219,200	$218,400	13
232.00 Dean,Music	$39,356	$42,720	$36,313	$87,695	$73,500	22
233.00 Dean,Nursing	$37,826	$43,448	$48,500	$90,325	$65,000	46
234.00 Dean,Occ Std/Voc Ed	$85,000	*	$44,723	$62,530	$60,001	9
235.00 Dean,Pharmacy	*	*	$104,000	$95,230	$99,615	6
236.00 Dean,Public Health	*	*	*	$188,500	$188,500	4
237.00 Dean,Sciences	$46,390	$36,345	$48,179	$70,005	$56,868	33
238.00 Dean,Social Sciences	*	$33,640	$46,288	$69,244	$46,213	26
239.00 Dean,Social Work	*	$39,130	$42,367	$101,000	$78,529	15
240.00 Dean,Special Programs	$66,310	$36,774	$47,032	$73,622	$55,713	15
241.00 Dean,Undergrad Prog	*	$47,250	$58,350	$86,000	$64,065	36
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$52,349	$70,000	$82,162	$105,105	$76,288	291
301.01 Chief Admin Off	$42,500	$56,800	$73,185	$82,400	$67,015	65
301.02 Chief Financial Off	$43,400	$51,500	$61,000	$94,000	$64,400	111
301.10 Dir Env Health Safety	$37,243	$25,000	$30,930	$60,795	$55,000	37
301.20 Dir Telecommunic	$35,000	$38,160	$35,785	$50,960	$47,661	71
302.00 Chief Planning Off	$72,932	$52,272	$59,000	$77,900	$61,000	33
303.00 Chief Budgeting Off	$45,625	$42,500	$54,000	$62,500	$56,366	72
303.10 Assc Budget Dir	$37,800	$36,500	$39,490	$51,000	$46,600	35
304.00 Chief Plan-Budgt Off	*	$42,800	$52,850	$84,140	$63,500	19
305.00 General Counsel	$16,800	$75,000	$96,850	$94,500	$81,500	45
305.10 Staff Attorneys	*	$30,000	$72,700	$63,373	$63,412	27
306.00 Chf Personnel/HR Off	$35,475	$38,620	$45,752	$58,000	$47,971	213
306.10 Assc Dir Pers/HR	$28,200	$31,141	$32,793	$41,730	$36,710	83
306.20 Manager Benefits	$26,550	$26,736	$32,169	$36,088	$33,730	96
306.30 Manager Training Dev	$33,820	$31,827	$57,000	$38,450	$38,121	26
306.40 Manager Empl Relatns	*	$30,550	$39,642	$42,032	$40,622	16
306.50 Manager Labor Rel	*	*	$30,000	$59,500	$55,700	8
306.60 Manager Employment	$47,727	$28,875	$31,075	$35,530	$33,000	59
306.70 Mgr Wage Sal/Mgr,Comp	$22,488	$32,870	$35,383	$41,155	$38,500	47
306.80 Mgr Personnel Inf Sys	$32,234	$33,454	$26,600	$38,860	$37,200	33
307.00 Dir AA/EEO	$49,500	$28,825	$42,300	$58,000	$53,100	44
307.10 Assc Dir AA/EEO	$52,620	*	*	$40,000	$40,000	15
308.00 Dir Pers-AA	$36,500	$34,899	$38,042	$56,865	$40,268	46
309.00 Chief Inform Sy Off	$38,000	$44,018	$58,000	$73,170	$59,850	151
309.10 Assc Dir Computer Ctr	$31,364	$35,870	$40,350	$57,535	$41,640	62
309.20 Data Base Admin	$33,100	$28,450	$36,389	$46,095	$44,509	50
309.30 Sys Analyst I Hi	$35,750	$29,269	$31,000	$44,347	$39,000	99
309.40 Sys Analyst II Lo	$24,028	$25,290	$27,895	$34,972	$32,755	58
309.50 Prog Analyst I Hi	$31,512	$30,555	$30,931	$37,140	$32,875	152

*3 cases or less

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 653 OR LESS	QUARTILE 2 654-1,316	QUARTILE 3 1,317-2,784	QUARTILE 4 2,785 OR MORE	MED ENROLLMENT 1,316	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$27,000	$24,128	$27,163	$28,000	$27,333	124
310.00 Dir Comp Ctr Opr/Ad	$35,500	$42,294	$45,780	$62,372	$47,700	163
310.10 Assc Dir Comp Ctr	$26,700	$27,974	$41,270	$57,769	$40,000	60
312.00 Chf Phys Plnt/Fac	$36,000	$43,538	$50,945	$67,650	$49,450	306
312.10 Assc Dir Phys Plnt	$31,532	$32,110	$40,605	$51,740	$40,450	140
312.20 Mgr Landscape/Grnds	$25,500	$26,581	$31,224	$38,785	$32,988	136
312.30 Mgr Bldg Mnt Trades	$30,127	$29,737	$34,236	$41,393	$35,911	116
312.40 Mgr Tech Trades	$30,500	$29,897	$37,350	$41,721	$37,500	65
312.50 Mgr Custodial Srv	$22,100	$26,520	$31,500	$36,000	$30,930	161
312.60 Mgr Power Plant	$54,160	$33,948	$38,604	$45,401	$41,600	53
313.00 Comptroller	$36,500	$42,525	$53,475	$67,405	$52,050	238
313.10 Manager Payroll	$22,700	$22,877	$28,255	$36,600	$29,714	155
314.00 Dir Accounting	$34,750	$33,800	$38,400	$46,300	$39,600	130
314.10 Staff Accountant-Hi	$27,216	$28,441	$31,000	$33,000	$30,063	159
314.20 Staff Accountant-Lo	$22,580	$22,293	$24,810	$25,770	$24,299	126
315.00 Bursar	$21,620	$27,053	$31,000	$41,510	$35,000	123
315.10 Assc Bursar	$18,000	$26,361	$22,200	$31,200	$27,165	42
316.00 Dir Purchasing	$30,200	$27,500	$34,750	$43,991	$35,392	159
316.10 Assc Dir Purchasing	$19,215	$35,978	$25,350	$37,978	$34,700	47
317.00 Dir Bookstore	$22,600	$23,500	$32,653	$45,575	$27,040	181
317.10 Assc Dir Bookstore	$22,000	$18,720	$21,400	$33,075	$21,926	50
318.00 Dir Internal Audit	$36,375	$41,500	$40,639	$57,822	$55,256	55
319.00 Dir Aux Services	$38,420	$42,360	$43,500	$58,487	$52,500	67
319.10 Mgr Mail Services	$18,691	$17,992	$22,333	$28,857	$22,751	156
320.00 Dir Campus Security	$26,000	$27,500	$37,925	$48,550	$36,758	230
321.00 Dir Risk Mgt/Ins	$49,516	$52,500	$58,550	$60,103	$57,500	33
322.00 Admin Hosp Med Ctr	$28,392	$59,488	$210,000	$205,000	$182,500	10
322.10 Dir Med Ctr Pub Rel	$63,600	$62,400	$35,306	$70,779	$65,000	13
322.20 Dir Med Ctr Pers	$55,065	*	*	$62,500	$56,000	7
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$52,000	$63,800	$73,325	$92,500	$71,725	280
401.10 Dir Annual Giving	$34,750	$34,200	$38,508	$43,602	$37,236	214
401.20 Dir Corp/Fndtn Rel	$39,000	$37,000	$41,133	$51,765	$42,708	166
401.30 Coord Res Dev	$33,000	$26,525	$31,065	$37,033	$31,000	95
401.40 Dir Estate Pln	$37,828	$43,550	$47,165	$54,925	$49,670	87
402.00 Chf Public Rel Off	$35,000	$38,749	$44,599	$61,650	$43,837	213
402.10 Dir Gov/Leg Rel	$38,000	$82,000	$51,500	$58,650	$58,650	34
403.00 Chf Dev/Pub Rel Off	$46,665	$62,900	$67,388	$100,000	$72,700	55
404.00 Dir Alumni Affairs	$28,863	$31,152	$38,683	$44,647	$36,420	263
405.00 Dir Dev/Alumni Aff	$40,096	$47,500	$40,040	$75,125	$48,750	33
406.00 Dir Spec/Defer Gifts	$47,000	$41,820	$45,140	$57,586	$49,330	80
407.00 Dir Church Relations	$21,600	$44,197	$35,500	$56,938	$37,783	14
408.00 Dir Community Serv	$72,000	$39,518	$32,042	$40,318	$40,000	23
409.00 Dir Publications	$32,100	$32,150	$35,100	$46,188	$37,435	150
409.10 Assc Dir Publicatns	$28,475	$24,089	$30,530	$30,000	$28,325	75
409.20 Mgr Printing Srv	$18,701	$24,888	$26,526	$34,277	$28,000	107
410.00 Dir Info Office	$37,084	$27,168	$33,500	$45,300	$37,084	89
411.00 Dir News Bureau	$35,450	$29,300	$30,900	$42,275	$31,400	68
STUDENT SERVICES						
501.00 Chf Student Aff Off	$44,752	$51,750	$63,000	$83,025	$59,918	269
501.50 Dean of Students	$35,000	$39,000	$49,476	$57,300	$48,193	142
502.00 Chief Admissions Off	$37,600	$42,000	$56,490	$61,000	$50,700	285
502.10 Assc Dir Admissions	$26,734	$28,542	$33,500	$36,550	$32,672	250
502.20 Admissions Counselor	$20,000	$20,000	$21,348	$24,204	$21,600	267
502.30 Academic Advisor	$21,800	$27,297	$23,465	$28,560	$26,182	77
503.00 Dir Adm & Registrar	$33,000	$46,250	$48,024	$74,500	$41,000	19
504.00 Registrar	$29,000	$32,358	$42,058	$50,000	$38,500	341
504.10 Assc Registrar	$22,695	$23,732	$28,247	$36,219	$31,200	120
504.20 Asst Registrar	$20,110	$22,012	$24,200	$28,000	$25,000	129
505.00 Dir Adm/Fin Aid	$39,325	$42,200	$67,500	$69,660	$49,250	54
506.00 Dir Student Fin Aid	$30,000	$33,348	$41,568	$51,350	$39,802	330
506.10 Assc Dir Std Fin Aid	$22,000	$22,800	$26,700	$33,612	$28,116	206
507.00 Dir Food Services	$26,050	$32,916	$46,160	$60,750	$43,078	84
507.10 Assc Dir Food Serv	$15,844	$29,900	$34,500	$41,913	$34,211	40
508.00 Dir Residence Halls	$23,070	$27,555	$31,400	$46,000	$34,899	175
508.10 Assc Dir Std Housing	$24,500	$22,403	$27,350	$33,146	$29,131	73
508.20 Housing Off/Adm Opr	$25,000	$23,800	$24,323	$34,640	$31,270	49
508.30 Housing Off/Res Life	$22,450	$21,820	$24,500	$29,371	$25,680	105
509.00 Dir Union/Std Act	$19,690	$25,078	$29,000	$43,522	$34,500	60
510.00 Dir Foreign Students	$30,000	$28,170	$27,325	$35,537	$32,608	73
511.00 Dir Student Union	$28,795	$33,700	$30,000	$39,856	$33,883	34
511.10 Assc Dir Std Union	$17,000	$26,303	$24,366	$33,875	$30,459	17
512.00 Dir Std Activities	$22,267	$25,408	$28,792	$31,850	$28,458	181
513.00 Dir Career Dev-Plcmt	$27,400	$29,837	$37,235	$42,150	$35,605	270
514.00 Dir Std Counseling	$27,275	$30,138	$40,000	$46,590	$40,917	194
514.10 Assc Dir Std Cnslg	$27,167	$25,475	$29,400	$34,699	$30,601	58
515.00 Dir Std Hlth-Physicn	$50,000	$59,941	$88,690	$97,450	$90,480	49
516.00 Dir Std Hlth-Nurse	$23,170	$26,000	$28,718	$35,827	$30,300	175
517.00 Dir Campus Ministries	$28,714	$28,511	$35,000	$40,010	$35,000	123
518.00 Dir Athletics	$32,362	$38,646	$51,180	$62,400	$51,105	237
519.00 Dir Sports Info	$24,309	$22,111	$24,375	$29,800	$26,555	139
520.00 Dir Athletics/Men	$29,500	$38,423	$45,500	$58,000	$41,325	11
521.00 Dir Athletics/Women	$23,412	$28,650	$33,600	$33,785	$32,860	42
522.00 Dir Campus Rec	$19,200	$25,939	$28,062	$35,100	$30,701	97
523.00 Chief Enrollment Mgmt	$38,148	$43,550	$55,440	$72,238	$56,197	54
524.00 Dir Minority Affairs	$32,550	$26,463	$37,100	$41,450	$37,000	89
525.00 Dir Conferences	$30,898	$27,000	$33,150	$42,416	$33,413	68

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 648 OR LESS	QUARTILE 2 649-1,106	QUARTILE 3 1,107-1,933	QUARTILE 4 1,934 OR MORE	MED ENROLLMENT 1,106	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$63,800	$75,570	$84,000	$135,000	$80,025	34
101.10 Asst to Ceo/System	*	$19,500	$40,000	$42,400	$40,000	4
102.00 Ceo / Single Inst	$62,601	$80,000	$94,580	$117,353	$88,391	254
102.10 Asst to Ceo/Single	$33,938	$32,010	$38,389	$47,700	$39,350	98
103.00 Exec Vice Pres	$45,814	$56,705	$73,750	$83,300	$67,700	54
ACADEMIC						
201.00 Chief Acad Off	$46,800	$55,740	$62,672	$82,888	$60,000	283
202.00 Chf Hlth Prof Off	*	$24,204	$56,661	$208,225	$50,291	8
203.00 Dir Library Serv	$28,888	$33,766	$39,080	$51,776	$37,958	271
203.10 Circulatn Librarian	$16,630	$18,759	$21,570	$26,585	$23,250	108
203.20 Acquistns Librarian	$21,570	$19,507	$24,440	$27,350	$24,472	100
203.30 Tech Serv Librarian	$22,518	$24,320	$25,850	$35,288	$27,000	164
203.40 Public Serv Librarian	$23,565	$22,172	$25,670	$34,058	$28,324	85
203.50 Reference Librarian	$23,992	$24,020	$26,750	$29,150	$26,655	157
204.00 Dir Instit Research	$33,980	$30,000	$40,036	$41,900	$39,299	72
204.10 Assc Dir Inst Res	*	$24,616	$25,500	$38,513	$38,000	11
205.00 Dir Educ Media Serv	$23,304	$27,000	$25,558	$33,962	$27,760	107
206.00 Dir Learning Res Ctr	$24,780	$26,000	$28,163	$32,728	$28,382	92
207.00 Dir Internatl Std Ed	$21,800	$38,536	$32,870	$39,813	$36,500	39
208.00 Dir Comp Ctr Opr/Acad	$25,000	$35,500	$34,395	$46,899	$39,840	85
208.10 Assc Dir CC Opr/Acad	$20,820	$25,154	$27,736	$41,234	$29,103	26
209.00 Admn Grants-Contract	*	$25,166	$30,000	$50,000	$36,200	50
212.00 Dean,Arts & Letters	*	$37,060	$44,400	$57,594	$45,700	12
213.00 Dean,Arts & Sciences	$37,757	$43,400	$51,725	$76,050	$66,400	47
214.00 Dean,Business	$37,138	$34,020	$52,000	$86,699	$63,150	88
215.00 Dean,Communications	*	$32,500	$50,860	$52,512	$39,677	23
216.00 Dean,Continuing Ed	$32,787	$37,096	$40,316	$52,712	$43,900	70
217.00 Dean,Dentistry	*	$44,800	*	$123,594	$110,297	4
218.00 Dean,Education	$33,856	$33,745	$45,666	$58,542	$45,000	67
219.00 Dean,Engineering	*	*	$49,230	$78,864	$69,000	16
221.00 Dean,Extension	$28,100	$30,000	*	$64,889	$57,300	8
222.00 Dean,Fine Arts	$37,757	$33,300	$38,995	$52,053	$36,164	30
223.00 Dean,Graduate Program	$42,855	$44,710	$45,000	$60,000	$50,000	65
224.00 Dean,Hlth-Rltd Prof	*	$42,453	$47,992	$64,000	$45,000	9
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$32,778	$36,230	$43,802	$47,476	$42,000	35
227.00 Dean,Instruction	*	*	*	*	*	3
228.00 Dean,Law	*	$27,300	*	$134,280	$133,560	17
229.00 Dean,Lib & Inf Sci	$30,101	$21,744	$68,479	$35,000	$32,551	4
230.00 Dean,Mathematics	$31,964	$32,175	$45,008	$52,217	$35,529	20
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	$36,519	$28,201	$46,169	$53,908	$39,809	29
233.00 Dean,Nursing	$43,746	$42,817	$47,700	$76,000	$49,427	48
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	*	*	*	*	*	3
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$37,757	$35,975	$43,307	$54,851	$40,270	38
238.00 Dean,Social Sciences	$33,000	$36,850	$40,800	$48,547	$39,558	36
239.00 Dean,Social Work	*	$42,975	*	$68,500	$60,920	6
240.00 Dean,Special Programs	$45,069	$34,048	$45,227	$51,428	$42,400	27
241.00 Dean,Undergrad Prog	$55,720	$40,068	$55,610	$54,300	$52,102	25
ADMINISTRATIVE						
301.00 Chief Business Off	$41,000	$52,515	$63,300	$83,000	$58,760	247
301.01 Chief Admin Off	$42,000	$39,760	$52,700	$79,100	$54,200	35
301.02 Chief Financial Off	$35,336	$49,400	$52,865	$75,000	$51,900	65
301.10 Dir Env Health-Safety	$25,525	*	$30,077	$35,120	$33,000	15
301.20 Dir Telecommunic	*	$25,600	$30,000	$41,001	$39,250	31
302.00 Chief Planning Off	*	$44,480	$43,018	$56,000	$45,136	20
303.00 Chief Budgeting Off	$30,589	$26,721	$42,280	$54,000	$43,314	38
303.10 Assc Budget Dir	$35,000	$30,063	$28,250	$41,950	$38,000	17
304.00 Chief Plan-Budgt Off	*	*	$46,809	$97,500	$61,109	6
305.00 General Counsel	*	*	$29,950	$66,508	$65,079	16
305.10 Staff Attorneys	*	*	*	$49,250	$49,250	6
306.00 Chf Personnel/HR Off	$27,950	$27,417	$34,275	$49,773	$38,020	121
306.10 Assc Dir Pers/HR	*	$21,390	$27,874	$34,800	$31,700	29
306.20 Manager Benefits	*	$25,116	$21,532	$30,546	$29,484	43
306.30 Manager Training-Dev	*	$24,204	*	$30,099	$29,900	8
306.40 Manager Empl Relatns	*	$24,204	$29,508	$38,465	$37,500	6
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$22,100	$24,204	*	$30,713	$29,275	16
306.70 Mgr Wage-Sal/Mgr,Compt	$22,514	$22,802	*	$37,250	$32,636	11
306.80 Mgr Personnel Inf Sys	*	*	*	$29,203	$29,203	13
307.00 Dir AA/EEO	*	*	$17,030	$48,000	$47,685	8
308.00 Dir Pers-AA	$35,554	$26,669	$31,700	$44,050	$33,343	36
309.00 Chief Inform Sys Off	$33,444	$36,000	$40,968	$58,611	$44,146	106
309.10 Assc Dir Computer Ctr	$22,000	$23,800	$32,000	$38,200	$32,615	39
309.20 Data Base Admin	$19,250	$27,318	$29,000	$38,643	$30,263	30
309.30 Sys Analyst I-Hi	$18,765	$28,925	$28,114	$37,046	$32,035	52
309.40 Sys Analyst II-Lo	*	$21,000	$20,350	$32,200	$24,806	30
309.50 Prog Analyst I-Hi	$22,780	$25,823	$27,854	$32,175	$29,875	86
309.60 Prog Analyst II-Lo	$24,922	$20,398	$21,433	$27,731	$26,000	71
310.00 Dir Comp Ctr Opr/Ad	$35,000	$30,850	$33,408	$50,000	$36,600	115
310.10 Assc Dir Comp Ctr	$19,500	$21,536	$25,250	$45,500	$31,986	44
312.00 Chf Phys Plnt/Fac	$30,048	$33,750	$40,500	$54,500	$39,858	219

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 648 OR LESS	QUARTILE 2 649-1,106	QUARTILE 3 1,107-1,933	QUARTILE 4 1,934 OR MORE	MED ENROLLMENT 1,106	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.10 Assc Dir Phys Plnt	$24,773	$28,000	$29,200	$42,780	$32,755	82
312.20 Mgr Landscape/Grnds	$19,800	$23,047	$25,575	$31,500	$26,864	94
312.30 Mgr Bldg Mnt Trades	$23,250	$27,172	$26,621	$36,228	$29,494	83
312.40 Mgr Tech Trades	$20,100	$23,190	$36,200	$33,257	$30,674	30
312.50 Mgr Custodial Srv	$22,800	$21,125	$24,705	$29,897	$24,797	105
312.60 Mgr Power Plant	*	$23,400	$33,498	$43,300	$39,470	17
313.00 Comptroller	$31,388	$32,203	$40,962	$54,709	$41,250	159
313.10 Manager Payroll	$19,700	$20,115	$23,700	$27,142	$24,474	94
314.00 Dir Accounting	$21,950	$25,750	$30,000	$42,180	$31,265	82
314.10 Staff Accountant-Hi	$20,378	$21,500	$25,000	$29,150	$24,822	107
314.20 Staff Accountant-Lo	$16,889	$16,131	$21,373	$25,129	$21,421	76
315.00 Bursar	$19,542	$21,068	$28,500	$34,125	$28,582	62
315.10 Assc Bursar	$17,378	$17,602	$28,469	$31,225	$29,078	19
316.00 Dir Purchasing	$17,650	$27,560	$27,700	$36,299	$32,312	88
316.10 Assc Dir Purchasing	*	$16,844	$23,500	$30,790	$26,132	19
317.00 Dir Bookstore	$19,606	$20,604	$23,942	$33,277	$22,530	175
317.10 Assc Dir Bookstore	*	$16,812	$19,340	$27,239	$19,660	27
318.00 Dir Internal Audit	$15,828	*	$30,623	$50,500	$49,196	17
319.00 Dir Aux Services	$29,028	$24,204	$38,480	$49,612	$38,480	41
319.10 Mgr Mail Services	$14,300	$15,476	$17,996	$22,270	$17,996	112
320.00 Dir Campus Security	$16,900	$21,510	$26,455	$35,601	$28,000	161
321.00 Dir Risk Mgt/Ins	*	$24,204	*	$43,182	$41,698	14
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,645	$53,500	$57,000	$72,029	$55,340	236
401.10 Dir Annual Giving	$32,800	$29,160	$32,850	$36,000	$32,494	154
401.20 Dir Corp/Fndtn Rel	$31,735	$37,794	$36,000	$40,141	$38,122	79
401.30 Coord Res Dev	$25,946	$24,000	$27,476	$31,750	$27,000	59
401.40 Dir Estate Pln	$36,854	$36,872	$43,331	$54,378	$44,710	70
402.00 Chf Public Rel Off	$27,967	$27,529	$35,910	$46,600	$35,000	157
402.10 Dir Gov/Leg Rel	*	*	$35,000	$66,503	$63,005	9
403.00 Chf Dev/Pub Rel Off	$32,760	$49,290	$55,457	$84,000	$63,500	49
404.00 Dir Alumni Affairs	$28,019	$26,000	$30,608	$39,000	$30,500	196
405.00 Dir Dev/Alumni Aff	$25,870	$33,564	$44,512	$50,000	$41,184	34
406.00 Dir Spec/Defer Gifts	$28,560	$31,300	$44,364	$48,000	$39,000	51
407.00 Dir Church Relations	$32,225	$37,685	$36,720	$41,197	$36,000	65
408.00 Dir Community Serv	$27,321	$32,445	$31,322	$33,100	$31,322	26
409.00 Dir Publications	$27,426	$25,600	$28,000	$35,285	$29,679	94
409.10 Assc Dir Publicatns	$15,080	$20,000	$22,615	$26,375	$23,760	41
409.20 Mgr Printing Srv	$17,600	$19,406	$20,705	$30,270	$24,300	84
410.00 Dir Info Office	$23,180	$27,746	$30,228	$37,800	$30,110	72
411.00 Dir News Bureau	$23,000	$20,300	$22,605	$31,520	$26,600	51
STUDENT SERVICES						
501.00 Chf Student Aff Off	$34,750	$43,500	$48,160	$66,000	$48,060	226
501.50 Dean of Students	$36,077	$34,240	$38,445	$48,000	$39,095	104
502.00 Chief Admissions Off	$32,798	$34,600	$38,100	$48,350	$37,830	221
502.10 Assc Dir Admissions	$24,684	$25,000	$27,035	$32,755	$27,812	172
502.20 Admissions Counselor	$18,000	$18,723	$19,520	$21,190	$19,679	197
502.30 Academic Advisor	$24,612	$24,336	$27,000	$26,254	$25,790	56
503.00 Dir Adm & Registrar	$37,000	$27,810	$33,280	$36,366	$34,823	10
504.00 Registrar	$26,000	$32,300	$34,603	$43,943	$33,250	272
504.10 Assc Registrar	$19,000	$23,800	$24,780	$30,434	$26,650	66
504.20 Asst Registrar	$14,977	$18,982	$20,859	$25,800	$21,500	103
505.00 Dir Adm/Fin Aid	$28,051	$44,238	$52,000	$58,430	$48,300	44
506.00 Dir Student Fin Aid	$25,010	$27,538	$32,000	$41,609	$31,900	255
506.10 Assc Dir Std Fin Aid	$18,250	$20,176	$23,320	$29,610	$24,000	135
507.00 Dir Food Services	$21,950	$29,400	$34,030	$48,000	$33,945	64
507.10 Assc Dir Food Serv	$20,750	$24,000	$25,073	$33,010	$26,020	32
508.00 Dir Residence Halls	$21,115	$24,204	$27,000	$35,000	$27,000	136
508.10 Assc Dir Std Housing	$26,377	$21,920	$19,497	$28,599	$23,841	50
508.20 Housing Off/Adm Opr	$22,200	$21,996	$19,200	$25,475	$24,468	25
508.30 Housing Off/Res Life	$22,359	$22,872	$23,700	$31,200	$23,802	64
509.00 Dir Union/Std Act	*	$21,000	$22,500	$35,838	$31,737	29
510.00 Dir Foreign Students	$24,729	$24,204	$28,000	$29,750	$28,000	57
511.00 Dir Student Union	*	$25,102	$19,000	$38,550	$30,373	34
511.10 Assc Dir Std Union	*	*	$23,373	$27,305	$26,900	11
512.00 Dir Std Activities	$21,025	$22,000	$25,970	$28,895	$25,825	146
513.00 Dir Career Dev-Plcmt	$23,400	$26,000	$28,652	$37,199	$29,418	188
514.00 Dir Std Counseling	$29,700	$29,114	$32,000	$42,703	$33,445	156
514.10 Assc Dir Std Cnslg	$21,579	$28,862	$30,009	$34,537	$30,375	37
515.00 Dir Std Hlth-Physicn	$20,807	$26,485	$26,182	$75,000	$60,000	15
516.00 Dir Std Hlth-Nurse	$19,300	$22,192	$23,305	$31,478	$24,073	168
517.00 Dir Campus Ministries	$25,476	$28,000	$29,573	$37,500	$30,000	183
518.00 Dir Athletics	$27,600	$35,000	$42,000	$53,250	$39,672	209
519.00 Dir Sports Info	$22,400	$20,000	$21,700	$27,345	$23,625	103
520.00 Dir Athletics/Men	$43,083	$30,375	$18,900	$47,929	$44,990	20
521.00 Dir Athletics/Women	*	$33,882	$28,379	$40,005	$35,700	36
522.00 Dir Campus Rec	$14,408	$21,000	$23,160	$31,921	$26,060	77
523.00 Chief Enrollment Mgmt	$47,400	$44,493	$50,282	$64,248	$52,500	57
524.00 Dir Minority Affairs	*	$24,248	$25,028	$36,530	$31,800	57
525.00 Dir Conferences	$24,729	$27,500	$25,595	$34,035	$28,075	51

*3 cases or less

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$150,000	$125,000	$135,727	$157,955	$192,440	41
101.10 Asst to Ceo/System	$76,392	$54,000	$63,636	$78,750	$89,000	21
102.00 Ceo / Single Inst	$133,775	$112,212	$125,000	$140,000	$167,000	143
102.10 Asst to Ceo/Single	$62,400	$51,300	$56,001	$66,300	$78,660	98
103.00 Exec Vice Pres	$115,000	$88,000	$100,000	$124,202	$165,000	44
ACADEMIC						
201.00 Chief Acad Off	$113,300	$94,000	$106,488	$119,900	$136,500	169
202.00 Chf Hlth Prof Off	$163,611	$125,420	$147,775	$204,765	$253,821	37
203.00 Dir Library Serv	$80,000	$65,000	$76,500	$85,000	$95,000	160
203.10 Circulatn Librarian	$35,038	$28,840	$33,810	$38,046	$42,400	122
203.20 Acquistns Librarian	$40,035	$33,660	$38,165	$42,000	$47,200	122
203.30 Tech Serv Librarian	$50,645	$40,294	$45,000	$53,244	$59,200	116
203.40 Public Serv Librarian	$50,236	$41,523	$47,568	$54,372	$60,924	91
203.50 Reference Librarian	$39,950	$33,550	$37,371	$41,112	$46,770	125
204.00 Dir Instit Research	$59,750	$48,000	$56,810	$61,743	$67,500	114
204.10 Assc Dir Inst Res	$42,603	$37,200	$41,000	$47,059	$54,750	51
205.00 Dir Educ Media Serv	$50,736	$40,652	$47,537	$54,328	$62,779	96
206.00 Dir Learning Res Ctr	$49,074	$34,747	$45,853	$50,882	$60,600	53
207.00 Dir Internatl Std Ed	$54,636	$38,724	$50,600	$57,132	$79,500	79
208.00 Dir Comp Ctr Opr/Acad	$72,000	$56,650	$66,600	$76,272	$86,700	83
208.10 Assc Dir CC Opr/Acad	$54,770	$45,922	$53,450	$58,140	$68,340	43
209.00 Admn Grants-Contract	$62,496	$49,572	$58,780	$67,200	$75,800	138
210.00 Dean,Architecture	$93,300	$82,000	$89,200	$98,000	$106,000	52
211.00 Dean,Agriculture	$104,220	$87,510	$99,500	$108,431	$117,095	43
212.00 Dean,Arts & Letters	$93,672	$82,200	$92,440	$95,136	$110,000	21
213.00 Dean,Arts & Sciences	$96,696	$84,119	$93,650	$101,072	$113,896	116
214.00 Dean,Business	$108,333	$89,195	$104,500	$115,435	$140,000	151
215.00 Dean,Communications	$93,350	$77,300	$89,500	$95,000	$110,000	33
216.00 Dean,Continuing Ed	$80,128	$66,180	$76,000	$83,200	$92,549	88
217.00 Dean,Dentistry	$124,674	$114,000	$122,000	$125,829	$144,500	26
218.00 Dean,Education	$89,362	$75,000	$85,404	$91,912	$100,700	118
219.00 Dean,Engineering	$109,668	$96,100	$105,199	$115,000	$133,300	119
221.00 Dean,Extension	$89,100	$76,411	$85,800	$96,400	$100,000	29
222.00 Dean,Fine Arts	$88,511	$72,113	$86,000	$92,000	$105,400	44
223.00 Dean,Graduate Program	$89,100	$76,045	$83,210	$95,250	$105,746	128
224.00 Dean,Hlth-Rltd Prof	$89,318	$78,832	$87,720	$91,000	$97,444	32
225.00 Dean,Home Economics	$90,000	$76,450	$86,005	$95,472	$101,216	33
226.00 Dean,Humanities	$93,002	$84,660	$89,618	$97,000	$102,798	16
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$129,972	$109,500	$123,525	$138,000	$156,508	79
229.00 Dean,Lib & Inf Sci	$85,238	$73,000	$83,202	$90,000	$98,200	35
230.00 Dean,Mathematics	$84,550	$62,208	$77,662	$89,800	$102,170	10
231.00 Dean,Medicine	$184,250	$148,000	$173,000	$203,922	$242,000	44
232.00 Dean,Music	$88,117	$79,077	$85,389	$97,297	$103,752	27
233.00 Dean,Nursing	$92,711	$82,400	$87,300	$96,000	$106,630	73
234.00 Dean,Occ Std/Voc Ed	$77,000	$75,175	$76,000	$78,688	$82,187	11
235.00 Dean,Pharmacy	$105,000	$86,186	$99,878	$109,616	$116,710	35
236.00 Dean,Public Health	$132,971	$125,000	$131,500	$134,941	$140,700	16
237.00 Dean,Sciences	$103,531	$88,582	$99,850	$107,394	$117,500	36
238.00 Dean,Social Sciences	$99,442	$80,988	$96,900	$104,992	$115,988	20
239.00 Dean,Social Work	$92,300	$75,158	$85,815	$96,135	$106,000	43
240.00 Dean,Special Programs	$77,884	$62,150	$73,841	$82,650	$90,364	10
241.00 Dean,Undergrad Prog	$84,075	$68,775	$76,650	$86,831	$92,304	31
242.00 Dean,Veterinary Sci	$110,517	$93,000	$109,308	$111,500	$131,225	22
ADMINISTRATIVE						
301.00 Chief Business Off	$100,600	$86,366	$97,884	$106,859	$124,000	136
301.01 Chief Admin Off	$95,407	$80,000	$92,000	$96,844	$113,000	43
301.02 Chief Financial Off	$82,500	$65,328	$75,036	$90,500	$105,000	83
301.10 Dir Env Health-Safety	$54,819	$43,050	$51,026	$59,300	$69,166	104
301.20 Dir Telecommunic	$55,176	$42,330	$50,900	$59,500	$69,939	123
302.00 Chief Planning Off	$83,100	$67,896	$75,200	$86,800	$100,858	32
303.00 Chief Budgeting Off	$64,760	$51,000	$62,500	$66,456	$77,531	114
303.10 Assc Budget Dir	$51,600	$41,200	$47,428	$55,476	$62,400	71
304.00 Chief Plan-Budgt Off	$81,000	$68,184	$77,873	$83,100	$99,900	33
305.00 General Counsel	$84,798	$69,000	$78,000	$90,000	$102,700	95
305.10 Staff Attorneys	$58,000	$45,912	$52,500	$60,500	$70,000	67
306.00 Chf Personnel/HR Off	$66,338	$55,490	$62,500	$71,050	$82,213	157
306.10 Assc Dir Pers/HR	$48,246	$39,400	$44,270	$50,002	$59,573	91
306.20 Manager Benefits	$41,672	$31,510	$39,240	$44,952	$50,397	128
306.30 Manager Training-Dev	$37,900	$31,506	$35,350	$39,193	$48,000	84
306.40 Manager Empl Relatns	$40,635	$33,841	$38,443	$42,375	$48,552	45
306.50 Manager Labor Rel	$49,140	$44,160	$48,350	$51,900	$63,999	33
306.60 Manager Employment	$39,437	$29,150	$36,060	$42,000	$48,975	108
306.70 Mgr Wage-Sal/Mgr,Comp	$39,866	$31,240	$37,500	$43,420	$49,141	94
306.80 Mgr Personnel Inf Sys	$39,771	$31,371	$37,150	$44,008	$49,921	60
307.00 Dir AA/EEO	$57,145	$46,373	$54,576	$60,000	$70,284	128
307.10 Assc Dir AA/EEO	$38,016	$32,888	$35,658	$39,492	$46,956	46
308.00 Dir Pers-AA	$50,307	$40,000	$46,500	$51,096	$62,646	13
309.00 Chief Inform Sys Off	$78,246	$65,900	$75,300	$82,900	$100,618	116
309.10 Assc Dir Computer Ctr	$64,743	$51,288	$58,140	$69,200	$73,000	41
309.20 Data Base Admin	$50,133	$44,000	$48,466	$53,010	$57,450	71
309.30 Sys Analyst I-Hi	$43,175	$36,281	$41,096	$44,542	$49,516	108
309.40 Sys Analyst II-Lo	$35,037	$29,634	$33,941	$36,485	$40,875	85
309.50 Prog Analyst I-Hi	$36,000	$29,745	$33,000	$37,275	$42,240	139
309.60 Prog Analyst II-Lo	$27,433	$24,118	$26,449	$28,353	$31,766	128
310.00 Dir Comp Ctr Opr/Ad	$67,830	$54,000	$62,435	$72,000	$84,000	96
310.10 Assc Dir Comp Ctr	$58,200	$51,231	$56,460	$62,067	$67,726	51
312.00 Chf Phys Plnt/Fac	$72,683	$58,704	$68,000	$75,800	$87,641	169

*3 cases or less

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$56,004	$45,589	$53,511	$58,647	$66,201	115
312.20 Mgr Landscape/Grnds	$38,690	$32,300	$36,837	$41,151	$47,400	132
312.30 Mgr Bldg Mnt Trades	$43,264	$35,349	$39,600	$46,800	$52,600	109
312.40 Mgr Tech Trades	$43,189	$37,225	$41,442	$45,213	$50,700	76
312.50 Mgr Custodial Srv	$37,380	$30,986	$35,851	$39,659	$46,800	137
312.60 Mgr Power Plant	$44,083	$36,932	$42,300	$47,597	$55,600	97
313.00 Comptroller	$72,200	$58,222	$66,380	$78,300	$87,100	134
313.10 Manager Payroll	$40,000	$32,598	$37,615	$44,100	$51,500	157
314.00 Dir Accounting	$53,450	$44,000	$50,088	$54,818	$61,333	114
314.10 Staff Accountant-Hi	$32,330	$27,581	$30,326	$34,812	$39,857	135
314.20 Staff Accountant-Lo	$24,652	$21,624	$23,860	$25,584	$28,020	132
315.00 Bursar	$48,420	$36,761	$45,420	$50,400	$58,524	99
315.10 Assc Bursar	$35,941	$26,830	$34,871	$38,300	$43,121	43
316.00 Dir Purchasing	$53,000	$43,320	$50,250	$56,354	$65,000	159
316.10 Assc Dir Purchasing	$44,404	$35,584	$39,240	$46,000	$49,912	89
317.00 Dir Bookstore	$47,415	$41,027	$45,100	$49,725	$55,000	101
317.10 Assc Dir Bookstore	$33,434	$28,665	$32,580	$36,100	$40,971	51
318.00 Dir Internal Audit	$55,148	$46,116	$51,875	$59,336	$68,200	126
319.00 Dir Aux Services	$63,090	$55,415	$61,199	$65,707	$76,650	80
319.10 Mgr Mail Services	$30,076	$24,490	$28,144	$31,778	$36,505	134
320.00 Dir Campus Security	$53,529	$43,400	$49,980	$55,674	$64,888	171
321.00 Dir Risk Mgt/Ins	$54,727	$41,336	$52,244	$57,208	$66,650	80
322.00 Admin Hosp Med Ctr	$147,224	$107,353	$134,311	$161,500	$213,000	30
322.10 Dir Med Ctr Pub Rel	$54,840	$45,852	$50,000	$58,564	$74,400	27
322.20 Dir Med Ctr Pers	$67,034	$54,200	$57,000	$69,000	$90,002	22
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$89,310	$69,250	$83,200	$93,100	$110,000	123
401.10 Dir Annual Giving	$42,285	$34,916	$38,535	$46,746	$55,908	101
401.20 Dir Corp/Fndtn Rel	$51,494	$41,078	$49,010	$56,722	$65,400	95
401.30 Coord Res Dev	$37,613	$30,600	$35,294	$39,790	$45,142	48
401.40 Dir Estate Pln	$60,000	$50,300	$55,386	$63,725	$70,000	47
402.00 Chf Public Rel Off	$70,422	$55,000	$64,216	$74,200	$92,037	107
402.10 Dir Gov/Leg Rel	$67,500	$51,640	$63,005	$74,400	$83,325	82
403.00 Chf Dev/Pub Rel Off	$100,000	$78,403	$93,241	$104,500	$115,950	57
404.00 Dir Alumni Affairs	$54,000	$40,515	$48,413	$59,370	$70,425	145
405.00 Dir Dev/Alumni Aff	$67,930	$39,863	$64,274	$69,964	$80,125	20
406.00 Dir Spec/Defer Gifts	$56,175	$43,246	$51,177	$58,958	$69,500	45
407.00 Dir Church Relations	$54,080	$40,065	$53,375	$58,480	$61,800	7
408.00 Dir Community Serv	$46,800	$37,200	$42,831	$51,167	$66,746	27
409.00 Dir Publications	$46,000	$37,338	$43,000	$48,672	$56,442	117
409.10 Assc Dir Publicatns	$34,409	$30,105	$33,770	$35,101	$39,291	39
409.20 Mgr Printing Srv	$40,571	$33,264	$37,000	$42,444	$50,160	118
410.00 Dir Info Office	$51,348	$41,600	$48,000	$53,269	$66,706	82
411.00 Dir News Bureau	$42,786	$33,168	$40,000	$44,000	$50,000	73
STUDENT SERVICES						
501.00 Chf Student Aff Off	$89,000	$75,926	$84,074	$92,250	$100,300	155
501.50 Dean of Students	$60,211	$50,900	$57,408	$63,000	$70,000	89
502.00 Chief Admissions Off	$56,496	$44,916	$53,627	$61,700	$72,000	147
502.10 Assc Dir Admissions	$39,666	$32,850	$37,759	$41,279	$46,200	137
502.20 Admissions Counselor	$25,000	$21,665	$23,538	$26,314	$30,798	117
502.30 Academic Advisor	$26,395	$23,093	$25,500	$27,658	$34,152	74
503.00 Dir Adm & Registrar	$67,900	$60,000	$66,444	$68,463	$74,799	26
504.00 Registrar	$57,170	$46,509	$54,650	$60,000	$68,380	160
504.10 Assc Registrar	$41,050	$34,043	$37,910	$45,146	$51,031	120
504.20 Asst Registrar	$31,656	$26,532	$29,737	$33,086	$38,361	106
505.00 Dir Adm/Fin Aid	$74,924	$56,935	$67,028	$78,110	$87,000	12
506.00 Dir Student Fin Aid	$54,832	$46,357	$52,128	$57,204	$64,000	176
506.10 Assc Dir Std Fin Aid	$38,760	$32,875	$36,616	$41,188	$44,204	136
507.00 Dir Food Services	$53,475	$42,972	$51,740	$58,681	$66,500	83
507.10 Assc Dir Food Serv	$41,074	$34,000	$38,400	$45,005	$52,956	52
508.00 Dir Residence Halls	$54,062	$41,328	$50,000	$56,388	$64,341	129
508.10 Assc Dir Std Housing	$42,066	$31,699	$37,114	$44,250	$50,952	76
508.20 Housing Off/Adm Opr	$38,989	$30,160	$36,611	$41,100	$47,856	78
508.30 Housing Off/Res Life	$34,716	$26,550	$31,365	$38,617	$45,544	81
509.00 Dir Union/Std Act	$50,524	$42,250	$49,389	$53,953	$60,088	45
510.00 Dir Foreign Students	$41,037	$33,008	$38,200	$43,730	$52,236	95
511.00 Dir Student Union	$49,450	$39,700	$45,646	$53,800	$61,400	86
511.10 Assc Dir Std Union	$36,360	$30,710	$33,848	$38,000	$45,539	63
512.00 Dir Std Activities	$38,724	$31,320	$36,000	$41,856	$47,362	102
513.00 Dir Career Dev-Plcmt	$49,000	$40,687	$47,013	$50,969	$58,840	160
514.00 Dir Std Counseling	$54,514	$45,880	$50,400	$57,268	$64,980	146
514.10 Assc Dir Std Cnslg	$45,384	$37,000	$44,064	$47,745	$54,756	68
515.00 Dir Std Hlth-Physicn	$86,000	$74,625	$81,725	$93,201	$104,425	105
516.00 Dir Std Hlth-Nurse	$39,490	$31,950	$36,831	$41,200	$49,334	64
517.00 Dir Campus Ministries	$40,548	$34,000	$39,087	$48,400	$58,500	27
518.00 Dir Athletics	$81,180	$60,690	$75,687	$87,200	$104,000	154
519.00 Dir Sports Info	$36,048	$28,223	$33,000	$38,106	$43,742	135
520.00 Dir Athletics/Men	$63,350	$46,200	$58,200	$70,331	$95,000	17
521.00 Dir Athletics/Women	$50,188	$39,093	$48,600	$52,000	$57,866	46
522.00 Dir Campus Rec	$46,864	$32,500	$41,190	$48,510	$53,371	118
523.00 Chief Enrollment Mgmt	$66,678	$45,651	$54,154	$69,000	$76,701	37
524.00 Dir Minority Affairs	$45,636	$37,000	$42,025	$48,473	$59,400	72
525.00 Dir Conferences	$46,031	$37,109	$43,200	$51,777	$58,700	71

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$110,680	$86,890	$100,746	$115,956	$133,900	23
101.10 Asst to Ceo/System	$55,826	$45,500	$48,800	$62,852	$71,000	4
102.00 Ceo / Single Inst	$101,308	$90,000	$98,000	$108,562	$127,350	265
102.10 Asst to Ceo/Single	$51,306	$37,300	$46,668	$55,000	$63,671	140
103.00 Exec Vice Pres	$75,000	$67,200	$71,580	$83,000	$95,000	41
ACADEMIC						
201.00 Chief Acad Off	$84,500	$71,400	$80,500	$88,931	$98,815	274
202.00 Chf Hlth Prof Off	$88,888	$75,816	$78,800	$92,500	$126,080	11
203.00 Dir Library Serv	$57,000	$42,720	$53,925	$60,044	$66,680	265
203.10 Circulatn Librarian	$30,614	$23,500	$27,800	$32,000	$36,910	149
203.20 Acquistns Librarian	$33,241	$26,300	$30,290	$36,801	$42,013	148
203.30 Tech Serv Librarian	$36,457	$28,500	$33,507	$38,700	$43,300	182
203.40 Public Serv Librarian	$36,298	$28,324	$34,283	$38,856	$45,376	124
203.50 Reference Librarian	$31,615	$26,496	$29,518	$33,616	$39,000	199
204.00 Dir Instit Research	$50,124	$40,547	$46,413	$52,600	$60,628	143
204.10 Assc Dir Inst Res	$36,750	$31,988	$35,700	$38,218	$42,611	37
205.00 Dir Educ Media Serv	$37,030	$28,600	$34,010	$39,765	$49,705	139
206.00 Dir Learning Res Ctr	$37,736	$28,290	$32,736	$40,000	$49,344	86
207.00 Dir Internatl Std Ed	$47,038	$36,200	$42,080	$49,316	$56,797	71
208.00 Dir Comp Ctr Opr/Acad	$48,850	$40,000	$46,543	$51,300	$59,313	109
208.10 Assc Dir CC Opr/Acad	$43,308	$35,004	$40,917	$45,492	$51,135	43
209.00 Admin Grants-Contract	$45,093	$34,500	$40,500	$49,268	$59,637	142
210.00 Dean,Architecture	$85,540	$65,000	$79,100	$91,980	$101,004	4
211.00 Dean,Agriculture	$70,250	$68,000	$68,405	$75,250	$93,984	12
212.00 Dean,Arts & Letters	$69,400	$56,863	$65,104	$73,825	$83,074	47
213.00 Dean,Arts & Sciences	$72,900	$65,000	$70,620	$75,712	$84,779	144
214.00 Dean,Business	$77,509	$66,500	$75,259	$82,841	$91,800	206
215.00 Dean,Communications	$55,587	$38,382	$55,000	$59,000	$66,500	13
216.00 Dean,Continuing Ed	$59,800	$48,528	$56,922	$63,044	$70,442	125
217.00 Dean,Dentistry	$109,548	$38,100	$94,440	$124,655	$127,466	4
218.00 Dean,Education	$70,013	$60,000	$67,360	$73,586	$80,000	167
219.00 Dean,Engineering	$84,800	$64,463	$78,277	$89,984	$97,489	65
221.00 Dean,Extension	$62,022	$49,236	$60,386	$65,000	$80,143	12
222.00 Dean,Fine Arts	$69,227	$56,300	$66,536	$72,073	$77,068	50
223.00 Dean,Graduate Program	$64,500	$54,750	$62,200	$67,080	$75,000	148
224.00 Dean,Hlth-Rltd Prof	$71,466	$65,118	$70,132	$77,353	$83,600	51
225.00 Dean,Home Economics	$63,000	$43,031	$54,036	$63,521	$67,371	5
226.00 Dean,Humanities	$65,000	$50,631	$58,580	$67,000	$73,097	31
228.00 Dean,Law	$122,000	$108,200	$118,200	$125,000	$145,110	31
229.00 Dean,Lib & Inf Sci	$64,547	$61,000	$61,800	$67,769	$75,084	16
230.00 Dean,Mathematics	$54,583	$47,870	$51,600	$57,550	$67,020	16
231.00 Dean,Medicine	$164,956	$140,000	$160,912	$169,000	$173,287	6
232.00 Dean,Music	$61,500	$50,000	$55,120	$70,620	$76,804	17
233.00 Dean,Nursing	$67,600	$56,082	$65,000	$69,523	$79,350	65
234.00 Dean,Occ Std/Voc Ed	$70,700	$61,356	$70,040	$72,682	$75,452	27
235.00 Dean,Pharmacy	$84,978	$68,704	$79,423	$88,503	$92,374	10
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$68,000	$58,240	$65,000	$72,120	$82,238	63
238.00 Dean,Social Sciences	$67,571	$48,000	$59,300	$72,000	$80,020	32
239.00 Dean,Social Work	$68,782	$54,919	$64,500	$71,958	$80,121	10
240.00 Dean,Special Programs	$56,410	$42,840	$46,446	$65,000	$70,000	17
241.00 Dean,Undergrad Prog	$58,240	$53,738	$58,000	$64,000	$69,500	31
ADMINISTRATIVE						
301.00 Chief Business Off	$79,500	$65,000	$75,000	$82,656	$94,500	235
301.01 Chief Admin Off	$72,604	$61,910	$68,100	$74,568	$85,748	65
301.02 Chief Financial Off	$65,823	$53,774	$61,706	$70,769	$82,430	100
301.10 Dir Env Health-Safety	$40,000	$33,000	$38,553	$42,011	$49,146	54
301.20 Dir Telecommunic	$42,385	$34,700	$40,038	$44,812	$51,804	102
302.00 Chief Planning Off	$61,114	$48,500	$56,974	$64,000	$83,000	44
303.00 Chief Budgeting Off	$51,170	$43,260	$49,325	$54,000	$61,500	117
303.10 Assc Budget Dir	$40,399	$28,000	$35,295	$44,084	$49,818	52
304.00 Chief Plan-Budgt Off	$59,961	$48,346	$57,021	$65,108	$77,414	24
305.00 General Counsel	$62,482	$52,500	$59,570	$64,200	$74,094	46
305.10 Staff Attorneys	$47,571	$35,578	$44,821	$49,150	$52,323	10
306.00 Chf Personnel/HR Off	$51,500	$41,200	$49,151	$53,700	$61,200	214
306.10 Assc Dir Pers/HR	$37,664	$31,824	$36,000	$40,500	$47,500	93
306.20 Manager Benefits	$30,200	$24,475	$28,522	$32,025	$36,799	123
306.30 Manager Training-Dev	$32,468	$26,820	$30,099	$35,069	$40,116	34
306.40 Manager Empl Relatns	$39,718	$31,800	$36,888	$42,032	$51,544	14
306.50 Manager Labor Rel	$44,112	$33,723	$42,925	$45,062	$55,853	10
306.60 Manager Employment	$30,160	$24,708	$29,200	$31,476	$34,423	69
306.70 Mgr Wage-Sal/Mgr,Comp	$32,474	$28,000	$31,685	$34,500	$39,000	46
306.80 Mgr Personnel Inf Sys	$30,105	$24,096	$29,250	$33,718	$38,150	29
307.00 Dir AA/EEO	$45,231	$36,201	$42,500	$48,669	$56,047	100
307.10 Assc Dir AA/EEO	$40,000	$28,650	$33,000	$41,449	$57,328	13
308.00 Dir Pers-AA	$44,492	$34,008	$41,200	$47,500	$55,730	41
309.00 Chief Inform Sys Off	$60,000	$49,088	$56,925	$63,306	$71,095	180
309.10 Assc Dir Computer Ctr	$46,987	$36,550	$45,092	$48,476	$53,759	69
309.20 Data Base Admin	$37,798	$31,200	$36,523	$40,180	$45,177	61
309.30 Sys Analyst I-Hi	$39,158	$31,400	$36,440	$41,412	$45,579	114
309.40 Sys Analyst II-Lo	$31,021	$26,500	$29,200	$33,242	$37,212	76
309.50 Prog Analyst I-Hi	$31,713	$26,500	$30,253	$33,525	$39,165	177
309.60 Prog Analyst II-Lo	$26,500	$22,738	$25,377	$27,696	$30,083	135
310.00 Dir Comp Ctr Opr/Ad	$49,500	$39,162	$46,200	$52,550	$58,700	123
310.10 Assc Dir Comp Ctr	$43,500	$36,720	$41,785	$45,500	$51,500	43
312.00 Chf Phys Plnt/Fac	$53,840	$43,755	$51,090	$57,750	$65,000	269
312.10 Assc Dir Phys Plnt	$42,024	$33,677	$40,000	$43,564	$51,050	129
312.20 Mgr Landscape/Grnds	$30,944	$23,891	$28,600	$32,474	$37,932	162

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$34,279	$28,212	$32,256	$36,500	$41,121	129
312.40 Mgr Tech Trades	$35,544	$30,500	$33,550	$37,273	$41,121	56
312.50 Mgr Custodial Srv	$30,337	$25,020	$28,982	$32,938	$36,241	175
312.60 Mgr Power Plant	$36,764	$29,735	$33,876	$37,678	$42,924	88
313.00 Comptroller	$52,379	$44,123	$50,000	$55,939	$61,714	185
313.10 Manager Payroll	$29,744	$24,120	$27,500	$31,476	$36,665	166
314.00 Dir Accounting	$41,400	$33,609	$39,882	$43,583	$48,701	140
314.10 Staff Accountant-Hi	$31,092	$25,828	$29,000	$32,940	$38,350	159
314.20 Staff Accountant-Lo	$25,525	$20,657	$24,400	$26,998	$30,560	118
315.00 Bursar	$36,369	$31,000	$34,500	$38,619	$46,665	127
315.10 Assc Bursar	$30,394	$26,000	$28,470	$31,530	$34,460	32
316.00 Dir Purchasing	$38,780	$32,153	$37,000	$42,031	$48,246	199
316.10 Assc Dir Purchasing	$30,800	$26,520	$28,264	$34,446	$41,600	67
317.00 Dir Bookstore	$35,338	$26,585	$32,832	$37,129	$43,100	152
317.10 Assc Dir Bookstore	$24,403	$20,260	$23,044	$26,460	$32,200	48
318.00 Dir Internal Audit	$41,153	$35,378	$38,517	$42,780	$50,000	88
319.00 Dir Aux Services	$50,477	$38,954	$48,277	$52,969	$58,487	95
319.10 Mgr Mail Services	$23,500	$18,355	$22,443	$25,044	$28,832	137
320.00 Dir Campus Security	$38,560	$30,407	$35,757	$42,762	$49,475	241
321.00 Dir Risk Mgt/Ins	$44,150	$35,339	$43,010	$45,959	$50,300	26
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$70,284	$51,002	$65,000	$75,000	$86,200	189
401.10 Dir Annual Giving	$35,517	$29,150	$34,000	$37,200	$45,001	142
401.20 Dir Corp/Fndtn Rel	$42,000	$31,990	$38,565	$46,640	$52,750	100
401.30 Coord Res Dev	$30,000	$22,800	$27,595	$31,400	$36,000	57
401.40 Dir Estate Pln	$48,150	$36,734	$44,750	$53,524	$60,786	45
402.00 Chf Public Rel Off	$46,920	$35,666	$42,498	$49,904	$61,639	150
402.10 Dir Gov/Leg Rel	$61,125	$50,175	$58,979	$63,392	$70,599	30
403.00 Chf Dev/Pub Rel Off	$72,677	$55,457	$69,000	$78,000	$84,540	72
404.00 Dir Alumni Affairs	$38,192	$29,425	$35,775	$40,356	$45,533	230
405.00 Dir Dev/Alumni Aff	$47,500	$36,750	$45,000	$52,000	$55,591	39
406.00 Dir Spec/Defer Gifts	$48,000	$34,444	$44,170	$52,912	$58,963	35
407.00 Dir Church Relations	$32,010	$28,800	$30,900	$46,000	$58,950	17
408.00 Dir Community Serv	$40,291	$26,570	$33,200	$43,889	$50,000	26
409.00 Dir Publications	$37,031	$29,032	$33,701	$39,114	$44,212	130
409.10 Assc Dir Publicatns	$29,332	$23,760	$27,810	$30,961	$38,760	53
409.20 Mgr Printing Srv	$30,885	$25,239	$29,244	$32,419	$37,647	135
410.00 Dir Info Office	$37,836	$29,250	$36,400	$40,000	$49,340	104
411.00 Dir News Bureau	$32,639	$24,249	$28,978	$34,250	$39,781	85
STUDENT SERVICES						
501.00 Chf Student Aff Off	$68,828	$55,873	$65,550	$74,460	$82,080	251
501.50 Dean of Students	$50,000	$39,292	$47,385	$52,200	$60,000	112
502.00 Chief Admissions Off	$49,975	$39,836	$47,355	$52,983	$61,317	231
502.10 Assc Dir Admissions	$33,760	$27,470	$31,090	$35,106	$40,500	195
502.20 Admissions Counselor	$22,399	$19,450	$21,166	$23,760	$27,570	197
502.30 Academic Advisor	$27,573	$21,759	$25,508	$29,038	$35,835	93
503.00 Dir Adm & Registrar	$52,695	$43,788	$51,000	$55,284	$64,596	28
504.00 Registrar	$45,036	$36,400	$41,957	$47,189	$52,965	253
504.10 Assc Registrar	$33,650	$28,207	$31,592	$35,575	$41,008	119
504.20 Asst Registrar	$27,271	$22,336	$25,900	$28,930	$31,988	123
505.00 Dir Adm/Fin Aid	$59,438	$47,191	$57,500	$62,328	$69,660	24
506.00 Dir Student Fin Aid	$42,673	$35,000	$40,144	$45,264	$52,185	277
506.10 Assc Dir Std Fin Aid	$30,156	$25,004	$28,443	$31,871	$36,401	185
507.00 Dir Food Services	$41,213	$35,000	$39,205	$43,389	$50,676	72
507.10 Assc Dir Food Serv	$34,854	$26,460	$31,776	$38,058	$43,375	29
508.00 Dir Residence Halls	$37,630	$29,981	$35,668	$41,413	$47,548	190
508.10 Assc Dir Std Housing	$31,565	$25,341	$30,300	$33,128	$39,663	92
508.20 Housing Off/Adm Opr	$29,983	$25,000	$28,400	$30,712	$36,250	51
508.30 Housing Off/Res Life	$26,810	$21,750	$24,977	$30,298	$37,656	88
509.00 Dir Union/Std Act	$38,133	$29,954	$35,514	$41,633	$51,858	60
510.00 Dir Foreign Students	$31,805	$25,715	$30,000	$33,883	$39,204	91
511.00 Dir Student Union	$40,079	$33,116	$38,805	$42,601	$49,434	80
511.10 Assc Dir Std Union	$32,800	$26,900	$31,284	$36,130	$41,497	46
512.00 Dir Std Activities	$32,400	$25,000	$30,285	$34,000	$42,000	168
513.00 Dir Career Dev-Plcmt	$39,327	$31,092	$37,129	$41,472	$47,000	251
514.00 Dir Std Counseling	$43,995	$35,000	$40,509	$46,108	$52,172	216
514.10 Assc Dir Std Cnslg	$33,653	$27,000	$31,000	$36,250	$42,396	51
515.00 Dir Std Hlth-Physicn	$72,037	$60,800	$69,300	$75,000	$84,420	68
516.00 Dir Std Hlth-Nurse	$32,436	$25,563	$30,295	$34,717	$40,560	162
517.00 Dir Campus Ministries	$34,100	$26,004	$30,000	$37,000	$44,300	83
518.00 Dir Athletics	$56,800	$44,468	$52,700	$59,949	$70,000	242
519.00 Dir Sports Info	$28,428	$24,000	$27,288	$30,860	$35,044	194
520.00 Dir Athletics/Men	$52,693	$41,600	$52,000	$53,026	$59,637	18
521.00 Dir Athletics/Women	$38,900	$31,500	$36,900	$43,153	$48,300	47
522.00 Dir Campus Rec	$32,250	$24,750	$30,561	$35,000	$41,094	155
523.00 Chief Enrollment Mgmt	$59,844	$50,000	$56,855	$63,171	$70,833	60
524.00 Dir Minority Affairs	$34,956	$28,090	$32,495	$38,937	$48,113	108
525.00 Dir Conferences	$33,959	$25,308	$30,379	$36,838	$45,910	79

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$86,881	$67,200	$80,000	$90,000	$120,000	35
101.10 Asst to Ceo/System	$37,500	$28,300	$35,000	$40,000	$41,690	7
102.00 Ceo / Single Inst	$93,500	$73,166	$86,700	$100,000	$120,000	374
102.10 Asst to Ceo/Single	$40,000	$27,691	$34,852	$43,000	$53,356	170
103.00 Exec Vice Pres	$63,097	$46,980	$58,000	$68,000	$84,000	59
ACADEMIC						
201.00 Chief Acad Off	$65,280	$52,500	$60,700	$70,000	$81,900	399
202.00 Chf Hlth Prof Off	$27,500	$24,000	$24,204	$39,900	$43,921	7
203.00 Dir Library Serv	$39,000	$31,376	$36,204	$42,169	$51,000	380
203.10 Circulatn Librarian	$23,250	$18,052	$21,253	$25,328	$29,588	136
203.20 Acquistns Librarian	$28,125	$20,000	$26,000	$30,477	$36,824	134
203.30 Tech Serv Librarian	$27,600	$22,441	$26,000	$29,600	$35,625	230
203.40 Public Serv Librarian	$28,403	$23,810	$26,821	$31,256	$36,225	132
203.50 Reference Librarian	$27,675	$22,560	$25,400	$29,172	$33,780	225
204.00 Dir Instit Research	$38,485	$29,200	$35,595	$43,815	$50,996	96
204.10 Assc Dir Inst Res	$27,150	$23,335	$25,288	$31,150	$36,345	20
205.00 Dir Educ Media Serv	$29,845	$23,700	$27,216	$31,091	$35,300	151
206.00 Dir Learning Res Ctr	$30,089	$23,573	$27,429	$32,728	$38,724	118
207.00 Dir Internatl Std Ed	$38,000	$29,000	$34,390	$40,695	$49,850	48
208.00 Dir Comp Ctr Opr/Acad	$38,620	$29,800	$35,521	$41,490	$49,596	137
208.10 Assc Dir CC Opr/Acad	$28,500	$22,816	$27,900	$29,165	$38,228	49
209.00 Admn Grants-Contract	$34,109	$25,800	$30,500	$36,400	$43,575	64
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$61,250	$52,683	$58,668	$63,349	$75,074	5
212.00 Dean,Arts & Letters	$54,104	$47,540	$51,842	$54,711	$59,314	16
213.00 Dean,Arts & Sciences	$58,688	$48,144	$55,000	$61,200	$69,250	62
214.00 Dean,Business	$54,919	$39,900	$52,000	$60,750	$68,000	108
215.00 Dean,Communications	$37,008	$30,800	$33,710	$39,845	$47,500	22
216.00 Dean,Continuing Ed	$43,900	$35,056	$40,316	$48,996	$56,252	118
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$46,680	$33,990	$42,000	$50,084	$57,549	91
219 00 Dean,Engineering	$56,549	$44,600	$52,300	$56,600	$71,200	14
221.00 Dean,Extension	$44,308	$28,100	$31,615	$57,000	$62,899	8
222.00 Dean,Fine Arts	$40,010	$32,350	$36,389	$44,002	$54,600	39
223.00 Dean,Graduate Program	$49,908	$40,000	$47,200	$52,885	$60,102	66
224.00 Dean,Hlth-Rltd Prof	$51,909	$42,022	$45,000	$53,515	$67,000	18
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$43,200	$31,862	$41,588	$44,780	$54,000	59
227.00 Dean,Instruction	$46,340	$33,349	$45,155	$46,970	$52,033	5
228.00 Dean,Law	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	$32,551	$28,840	$30,101	$35,000	$41,265	6
230.00 Dean,Mathematics	$39,015	$29,744	$36,900	$49,500	$60,644	29
232.00 Dean,Music	$34,867	$28,069	$34,000	$39,809	$47,940	24
233.00 Dean,Nursing	$47,273	$39,000	$45,000	$49,500	$58,000	56
234.00 Dean,Occ Std/Voc Ed	$56,265	$51,000	$52,000	$62,530	$65,953	12
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$44,769	$35,998	$41,130	$50,443	$57,480	62
238.00 Dean,Social Sciences	$42,662	$33,000	$40,800	$45,100	$52,000	58
239.00 Dean,Social Work	$39,695	$36,050	$37,750	$41,640	$48,200	6
240.00 Dean,Special Programs	$42,100	$32,487	$40,400	$49,678	$57,807	26
241.00 Dean,Undergrad Prog	$52,135	$40,750	$50,000	$55,000	$60,500	26
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$63,623	$48,051	$59,900	$67,541	$80,650	351
301.01 Chief Admin Off	$57,240	$42,900	$53,693	$60,240	$68,712	51
301.02 Chief Financial Off	$50,359	$33,592	$47,000	$54,500	$63,600	82
301.10 Dir Env Health-Safety	$28,493	$25,000	$26,485	$30,500	$32,000	8
301.20 Dir Telecommunic	$30,513	$21,917	$29,000	$31,900	$40,480	38
302.00 Chief Planning Off	$49,054	$40,960	$45,750	$56,900	$65,040	34
303.00 Chief Budgeting Off	$46,706	$33,500	$41,500	$49,680	$57,363	51
303.10 Assc Budget-Dir	$38,000	$30,000	$37,125	$39,180	$42,940	23
304.00 Chief Plan-Budgt Off	$49,950	$42,762	$47,250	$53,218	$71,600	12
305.00 General Counsel	$59,040	$29,950	$37,829	$63,700	$79,653	11
305.10 Staff Attorneys	$54,521	$41,363	$53,623	$54,761	$60,200	5
306.00 Chf Personnel/HR Off	$37,785	$29,700	$35,000	$41,338	$49,400	192
306.10 Assc Dir Pers/HR	$30,113	$25,500	$29,000	$32,000	$36,540	52
306.20 Manager Benefits	$26,562	$22,779	$25,920	$27,700	$32,117	44
306.30 Manager Training-Dev	$29,850	$28,913	$29,700	$30,000	$32,526	8
306.40 Manager Empl Relatns	$39,642	$27,000	$39,284	$40,000	$45,540	8
306.50 Manager Labor Rel	*	*	*	*	*	3
306.60 Manager Employment	$26,500	$21,950	$24,390	$28,769	$31,075	15
306.70 Mgr Wage-Sal/Mgr,Comp	$34,265	$24,204	$28,100	$34,409	$37,500	9
306.80 Mgr Personnel Inf Sys	$27,509	$22,627	$26,895	$27,700	$49,136	13
307.00 Dir AA/EEO	$44,882	$37,552	$43,600	$49,834	$57,467	24
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$32,257	$26,337	$31,500	$38,042	$41,430	52
309.00 Chief Inform Sys Off	$46,325	$35,675	$44,018	$50,000	$58,433	148
309.10 Assc Dir Computer Ctr	$37,000	$30,000	$33,935	$38,700	$44,250	64
309.20 Data Base Admin	$30,525	$23,750	$28,450	$33,400	$42,800	31
309.30 Sys Analyst I-Hi	$30,680	$26,460	$29,790	$34,000	$39,250	77
309.40 Sys Analyst II-Lo	$25,000	$21,000	$23,750	$27,000	$31,250	39
309.50 Prog Analyst I-Hi	$28,895	$25,127	$28,040	$30,742	$35,723	110
309.60 Prog Analyst II-Lo	$24,500	$20,348	$23,250	$26,000	$29,400	93
310.00 Dir Comp Ctr Opr/Ad	$38,580	$29,600	$35,500	$41,400	$49,175	177
310.10 Assc Dir Comp Ctr	$29,000	$22,071	$26,717	$34,500	$40,600	61
312.00 Chf Phys Plnt/Fac	$41,292	$32,000	$38,000	$44,520	$52,500	319

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$32,010	$26,221	$30,639	$35,105	$42,719	135
312.20 Mgr Landscape/Grnds	$26,800	$20,875	$25,637	$29,243	$34,110	135
312.30 Mgr Bldg Mnt Trades	$30,163	$24,204	$28,093	$33,350	$37,500	102
312.40 Mgr Tech Trades	$30,000	$23,625	$28,700	$33,670	$38,000	43
312.50 Mgr Custodial Srv	$24,845	$20,100	$23,400	$26,940	$31,455	164
312.60 Mgr Power Plant	$37,828	$28,496	$35,721	$38,804	$41,832	29
313.00 Comptroller	$42,500	$32,203	$39,225	$46,300	$53,130	228
313.10 Manager Payroll	$24,000	$18,637	$21,058	$25,200	$29,300	117
314.00 Dir Accounting	$32,240	$26,263	$30,890	$35,213	$40,877	105
314.10 Staff Accountant-Hi	$25,090	$20,790	$23,700	$27,430	$32,300	147
314.20 Staff Accountant-Lo	$21,325	$16,693	$20,149	$22,424	$26,771	95
315.00 Bursar	$28,603	$21,620	$26,150	$31,500	$38,000	97
315.10 Assc Bursar	$19,000	$15,225	$17,850	$20,520	$27,500	19
316.00 Dir Purchasing	$30,089	$22,280	$28,030	$32,850	$39,500	126
316.10 Assc Dir Purchasing	$23,600	$20,376	$22,687	$25,500	$32,240	21
317.00 Dir Bookstore	$24,150	$19,000	$22,425	$26,300	$32,822	253
317.10 Assc Dir Bookstore	$20,290	$16,148	$18,958	$20,979	$23,662	50
318.00 Dir Internal Audit	$41,600	$30,000	$36,375	$44,985	$49,703	17
319.00 Dir Aux Services	$37,715	$28,826	$35,750	$41,309	$51,223	60
319.10 Mgr Mail Services	$17,992	$14,676	$17,100	$18,720	$22,751	147
320.00 Dir Campus Security	$29,000	$20,800	$26,600	$31,069	$37,300	239
321.00 Dir Risk Mgt/Ins	$27,207	$22,327	$24,204	$30,210	$37,953	4
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$60,514	$45,000	$55,000	$65,004	$75,000	308
401.10 Dir Annual Giving	$32,822	$26,877	$31,000	$36,050	$41,000	213
401.20 Dir Corp/Fndtn Rel	$39,700	$30,900	$36,500	$41,850	$49,035	123
401.30 Coord Res Dev	$26,993	$22,000	$25,500	$28,800	$33,312	82
401.40 Dir Estate Pln	$41,458	$33,750	$38,708	$44,100	$52,993	82
402.00 Chf Public Rel Off	$36,943	$28,025	$33,805	$39,380	$48,345	221
402.10 Dir Gov/Leg Rel	$40,147	$35,000	$38,000	$42,293	$64,428	7
403.00 Chf Dev/Pub Rel Off	$52,198	$38,245	$50,000	$60,000	$72,700	53
404.00 Dir Alumni Affairs	$31,049	$23,773	$28,365	$33,515	$40,208	290
405.00 Dir Dev/Alumni Aff	$42,000	$29,000	$38,610	$45,000	$51,270	38
406.00 Dir Spec/Defer Gifts	$43,059	$32,126	$38,630	$45,540	$53,950	70
407.00 Dir Church Relations	$37,480	$27,000	$33,587	$39,256	$44,000	47
408.00 Dir Community Serv	$35,084	$27,520	$29,141	$36,225	$47,800	27
409.00 Dir Publications	$30,200	$25,000	$28,766	$32,500	$36,750	127
409.10 Assc Dir Publicatns	$24,305	$20,000	$22,630	$25,350	$29,445	60
409.20 Mgr Printing Srv	$23,900	$18,360	$21,608	$25,400	$31,000	114
410.00 Dir Info Office	$29,500	$23,320	$27,300	$31,800	$36,750	107
411.00 Dir News Bureau	$25,355	$21,200	$24,300	$27,500	$31,520	67
STUDENT SERVICES						
501.00 Chf Student Aff Off	$52,047	$41,470	$48,160	$56,000	$66,000	317
501.50 Dean of Students	$40,000	$31,900	$38,000	$44,404	$52,710	136
502.00 Chief Admissions Off	$40,868	$31,500	$37,100	$45,000	$54,695	308
502.10 Assc Dir Admissions	$28,584	$24,000	$27,000	$30,950	$36,317	249
502.20 Admissions Counselor	$20,000	$18,000	$19,190	$20,767	$23,110	291
502.30 Academic Advisor	$27,720	$23,000	$25,805	$30,000	$35,714	76
503.00 Dir Adm & Registrar	$35,550	$27,810	$32,000	$36,629	$41,600	17
504.00 Registrar	$34,022	$28,000	$32,196	$36,820	$43,525	383
504.10 Assc Registrar	$26,502	$20,852	$25,650	$27,960	$32,400	84
504.20 Asst Registrar	$21,500	$18,200	$20,500	$23,326	$26,460	128
505.00 Dir Adm/Fin Aid	$46,250	$36,000	$42,930	$50,650	$62,000	54
506.00 Dir Student Fin Aid	$34,167	$26,805	$31,860	$36,413	$42,461	366
506.10 Assc Dir Std Fin Aid	$24,000	$19,760	$22,140	$25,000	$29,192	194
507.00 Dir Food Services	$34,715	$27,854	$32,916	$38,024	$49,065	88
507.10 Assc Dir Food Serv	$25,344	$20,545	$24,305	$28,620	$34,500	49
508.00 Dir Residence Halls	$28,350	$21,256	$26,520	$30,230	$36,242	195
508.10 Assc Dir Std Housing	$24,000	$17,723	$22,000	$26,195	$31,610	63
508.20 Housing Off/Adm Opr	$22,600	$18,480	$20,000	$25,000	$30,701	31
508.30 Housing Off/Res Life	$23,734	$18,064	$21,550	$25,000	$31,128	105
509.00 Dir Union/Std Act	$29,000	$23,000	$26,000	$31,000	$35,838	51
510.00 Dir Foreign Students	$27,272	$21,853	$24,750	$28,320	$34,400	56
511.00 Dir Student Union	$31,297	$22,679	$28,716	$33,012	$39,204	45
511.10 Assc Dir Std Union	$23,373	$18,460	$21,947	$23,669	$31,666	15
512.00 Dir Std Activities	$25,737	$20,000	$24,000	$27,500	$31,979	224
513.00 Dir Career Dev-Plcmt	$30,285	$24,756	$28,200	$32,330	$38,046	301
514.00 Dir Std Counseling	$34,502	$27,000	$31,388	$37,193	$44,375	211
514.10 Assc Dir Std Cnslg	$29,567	$23,370	$27,825	$30,816	$41,641	58
515.00 Dir Std Hlth-Physicn	$70,000	$39,000	$62,450	$80,950	$93,657	25
516.00 Dir Std Hlth-Nurse	$24,400	$18,614	$23,050	$26,535	$32,550	231
517.00 Dir Campus Ministries	$30,285	$23,000	$28,007	$33,000	$39,590	187
518.00 Dir Athletics	$41,200	$32,187	$37,951	$44,355	$52,000	301
519.00 Dir Sports Info	$22,125	$18,150	$20,657	$23,628	$26,066	132
520.00 Dir Athletics/Men	$44,020	$29,000	$41,325	$45,000	$50,500	23
521.00 Dir Athletics/Women	$34,019	$24,423	$31,800	$36,938	$42,960	42
522.00 Dir Campus Rec	$26,010	$19,610	$24,887	$28,080	$34,500	92
523.00 Chief Enrollment Mgmt	$51,000	$38,685	$46,500	$54,250	$69,000	69
524.00 Dir Minority Affairs	$31,200	$24,657	$27,823	$34,421	$41,500	83
525.00 Dir Conferences	$30,245	$23,000	$27,841	$32,365	$38,555	66

*3 cases or less

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$89,669	$73,715	$84,000	$91,200	$101,400	83
101.10 Asst to Ceo/System	$50,170	$40,840	$48,000	$55,404	$63,38[illegible]	21
102.00 Ceo / Single Inst	$80,400	$66,400	$76,320	$84,000	$93,595	271
102.10 Asst to Ceo/Single	$40,954	$31,175	$36,592	$44,732	$53,545	76
103.00 Exec Vice Pres	$68,537	$55,759	$65,962	$72,863	$79,402	45
ACADEMIC						
201.00 Chief Acad Off	$61,083	$51,677	$58,844	$63,950	$72,766	311
202.00 Chf Hlth Prof Off	$47,575	$40,841	$46,169	$50,479	$57,216	14
203.00 Dir Library Serv	$41,322	$33,070	$37,936	$44,838	$51,721	218
203.10 Circulatn Librarian	$31,935	$23,004	$27,841	$33,371	$41,327	53
203.20 Acquistns Librarian	$33,600	$24,400	$29,574	$36,529	$45,374	37
203.30 Tech Serv Librarian	$33,451	$26,059	$30,850	$35,240	$41,377	95
203.40 Public Serv Librarian	$37,552	$26,836	$34,234	$39,225	$43,216	48
203.50 Reference Librarian	$34,124	$26,556	$32,775	$36,161	$44,474	78
204.00 Dir Instit Research	$45,072	$36,471	$42,089	$47,250	$53,338	130
204.10 Assc Dir Inst Res	$35,185	$28,924	$33,953	$40,880	$49,639	16
205.00 Dir Educ Media Serv	$37,131	$28,600	$33,105	$41,630	$48,887	94
206.00 Dir Learning Res Ctr	$42,963	$35,248	$40,865	$45,952	$54,852	151
207.00 Dir Internatl Std Ed	$42,468	$25,184	$40,765	$43,315	$46,114	7
208.00 Dir Comp Ctr Opr/Acad	$41,000	$32,111	$38,150	$44,450	$53,161	55
208.10 Assc Dir CC Opr/Acad	$39,539	$35,744	$37,779	$45,381	$46,800	7
209.00 Admn Grants-Contract	$41,033	$30,000	$38,132	$46,250	$53,181	69
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	$47,619	$35,616	$43,220	$52,358	$62,269	10
212.00 Dean,Arts & Letters	$51,330	$43,500	$47,812	$53,669	$58,618	27
213.00 Dean,Arts & Sciences	$52,182	$46,100	$50,000	$56,700	$64,973	77
214.00 Dean,Business	$49,957	$42,220	$48,182	$52,416	$59,945	149
215.00 Dean,Communications	$47,665	$43,722	$46,640	$49,811	$63,770	27
216.00 Dean,Continuing Ed	$49,490	$42,460	$47,232	$52,045	$58,784	175
217.00 Dean,Dentistry	$46,458	$42,443	$43,734	$49,181	$53,625	4
218.00 Dean,Education	$48,825	$40,140	$46,423	$51,032	$57,882	19
219.00 Dean,Engineering	$54,050	$43,137	$51,940	$55,165	$63,769	53
221.00 Dean,Extension	$55,031	$43,000	$49,507	$56,783	$66,923	32
222.00 Dean,Fine Arts	$46,288	$39,035	$45,117	$54,189	$63,500	21
223.00 Dean,Graduate Program	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$49,617	$44,184	$47,701	$53,669	$62,000	96
225.00 Dean,Home Economics	$60,768	$28,840	$47,724	$60,843	$63,969	5
226.00 Dean,Humanities	$52,375	$45,227	$50,443	$54,906	$65,456	67
227.00 Dean,Instruction	$58,820	$47,000	$56,700	$60,947	$66,500	33
228.00 Dean,Law	$44,078	$37,740	$41,239	$47,018	$51,382	5
229.00 Dean,Lib & Inf Sci	$52,381	$47,106	$51,000	$52,530	$59,730	17
230.00 Dean,Mathematics	$51,453	$41,963	$48,210	$55,530	$61,444	49
232.00 Dean,Music	$45,053	$37,492	$39,615	$50,490	$58,572	4
233.00 Dean,Nursing	$46,412	$41,250	$43,648	$48,031	$55,912	60
234.00 Dean,Occ Std/Voc Ed	$51,924	$43,504	$49,236	$53,900	$62,500	138
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$50,476	$44,616	$48,250	$55,035	$65,036	57
238.00 Dean,Social Sciences	$52,150	$42,822	$48,747	$55,845	$64,633	64
240.00 Dean,Special Programs	$43,324	$35,340	$42,648	$49,075	$57,672	53
241.00 Dean,Undergrad Prog	$45,700	$35,770	$42,520	$47,280	$58,027	7
ADMINISTRATIVE						
301.00 Chief Business Off	$58,124	$47,717	$55,063	$61,368	$70,483	300
301.01 Chief Admin Off	$60,718	$52,650	$58,055	$63,396	$72,232	46
301.02 Chief Financial Off	$50,494	$40,327	$46,110	$55,525	$64,973	74
301.10 Dir Env Health-Safety	$36,885	$23,760	$32,400	$39,976	$47,959	12
301.20 Dir Telecommunic	$42,097	$35,332	$40,512	$43,136	$50,050	21
302.00 Chief Planning Off	$57,587	$47,243	$54,724	$62,794	$68,666	49
303.00 Chief Budgeting Off	$45,206	$36,500	$41,947	$47,650	$57,000	48
303.10 Assc Budget Dir	$35,831	$30,172	$31,000	$42,000	$56,000	17
304.00 Chief Plan-Budgt Off	$46,574	$34,100	$40,679	$52,469	$63,595	4
305.00 General Counsel	$53,751	$44,300	$52,502	$55,000	$67,749	8
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$44,656	$33,179	$41,121	$48,912	$62,329	144
306.10 Assc Dir Pers/HR	$39,488	$28,300	$35,580	$43,184	$55,000	37
306.20 Manager Benefits	$29,647	$24,972	$27,731	$30,873	$35,333	30
306.30 Manager Training-Dev	$36,193	$32,210	$35,119	$40,551	$48,375	15
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$30,635	$27,569	$30,135	$34,635	$38,340	18
306.70 Mgr Wage-Sal/Mgr,Comp	$37,213	$22,514	$28,765	$48,816	$54,670	7
306.80 Mgr Personnel Inf Sys	$34,252	$26,836	$32,984	$37,533	$45,945	11
307.00 Dir AA/EEO	$43,062	$37,260	$40,840	$49,075	$54,150	32
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$38,811	$30,300	$36,593	$44,157	$51,759	82
309.00 Chief Inform Sys Off	$47,323	$36,443	$44,555	$50,500	$61,187	146
309.10 Assc Dir Computer Ctr	$38,700	$30,200	$35,628	$41,121	$52,430	48
309.20 Data Base Admin	$40,408	$34,178	$38,474	$44,179	$48,721	23
309.30 Sys Analyst I-Hi	$35,395	$29,973	$34,296	$37,874	$42,730	60
309.40 Sys Analyst II-Lo	$33,024	$25,671	$32,064	$34,020	$38,850	19
309.50 Prog Analyst I-Hi	$32,801	$26,731	$30,703	$34,390	$40,281	95
309.60 Prog Analyst II-Lo	$27,126	$23,236	$26,362	$28,715	$32,320	73
310.00 Dir Comp Ctr Opr/Ad	$43,457	$32,391	$42,262	$45,318	$54,829	66
310.10 Assc Dir Comp Ctr	$37,172	$27,184	$36,201	$37,342	$42,546	28
312.00 Chf Phys Plnt/Fac	$41,740	$31,763	$37,407	$44,650	$52,149	244
312.10 Assc Dir Phys Plnt	$34,800	$27,000	$32,046	$37,050	$43,517	83
312.20 Mgr Landscape/Grnds	$27,162	$23,000	$26,289	$30,548	$34,000	54

*3 cases or less

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$31,483	$25,836	$29,326	$34,694	$39,361	48
312.40 Mgr Tech Trades	$32,890	$27,368	$31,809	$34,368	$37,525	18
312.50 Mgr Custodial Srv	$27,290	$20,889	$25,320	$30,813	$34,807	79
312.60 Mgr Power Plant	$33,492	$29,405	$32,776	$34,712	$45,487	13
313.00 Comptroller	$43,374	$33,017	$40,136	$46,062	$55,000	131
313.10 Manager Payroll	$28,616	$22,040	$26,002	$29,558	$34,187	87
314.00 Dir Accounting	$35,244	$28,904	$33,489	$38,701	$46,472	95
314.10 Staff Accountant-Hi	$29,532	$23,713	$27,436	$31,029	$38,800	86
314.20 Staff Accountant-Lo	$24,460	$17,800	$23,000	$26,408	$32,027	66
315.00 Bursar	$33,232	$25,245	$28,743	$38,473	$47,646	48
315.10 Assc Bursar	$32,246	$22,000	$31,824	$32,668	$34,661	8
316.00 Dir Purchasing	$33,415	$23,584	$29,628	$36,044	$42,750	144
316.10 Assc Dir Purchasing	$27,790	$24,235	$26,339	$28,386	$38,155	19
317.00 Dir Bookstore	$25,225	$19,674	$23,674	$28,154	$35,772	160
317.10 Assc Dir Bookstore	$27,025	$18,401	$25,100	$28,019	$33,559	35
318.00 Dir Internal Audit	$35,010	$31,320	$34,000	$35,500	$44,120	36
319.00 Dir Aux Services	$43,068	$31,794	$36,329	$44,025	$52,288	48
319.10 Mgr Mail Services	$22,040	$19,900	$21,694	$25,284	$29,959	37
320.00 Dir Campus Security	$31,858	$24,044	$29,745	$36,112	$41,844	115
321.00 Dir Risk Mgt/Ins	$54,444	$40,916	$49,010	$55,230	$60,618	5
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$48,298	$36,693	$43,500	$52,021	$60,550	116
401.10 Dir Annual Giving	$35,343	$29,130	$31,668	$39,461	$40,490	21
401.20 Dir Corp/Fndtn Rel	$40,090	$32,500	$37,000	$45,203	$51,245	24
401.30 Coord Res Dev	$36,000	$28,691	$35,224	$38,516	$45,381	15
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Public Rel Off	$36,600	$28,042	$34,743	$39,319	$52,122	125
402.10 Dir Gov/Leg Rel	*	*	*	*	*	3
403.00 Chf Dev/Pub Rel Off	$44,898	$31,856	$42,985	$46,508	$62,060	38
404.00 Dir Alumni Affairs	$28,680	$21,776	$25,450	$29,375	$35,000	29
405.00 Dir Dev/Alumni Aff	$36,953	$26,500	$31,500	$42,372	$47,725	22
406.00 Dir Spec/Defer Gifts	$35,862	$30,500	$35,724	$36,000	$38,242	4
407.00 Dir Church Relations	$27,060	$19,000	$23,530	$28,530	$32,500	5
408.00 Dir Community Serv	$43,104	$35,000	$40,387	$44,860	$53,820	88
409.00 Dir Publications	$35,000	$29,500	$33,233	$36,768	$39,347	43
409.10 Assc Dir Publicatns	$23,630	$19,100	$22,260	$25,000	$25,725	8
409.20 Mgr Printing Srv	$28,417	$22,872	$26,440	$30,013	$36,569	62
410.00 Dir Info Office	$34,192	$28,476	$33,000	$36,590	$44,003	80
411.00 Dir News Bureau	$33,185	$21,525	$32,362	$34,008	$37,882	8
STUDENT SERVICES						
501.00 Chf Student Aff Off	$55,000	$44,500	$51,995	$57,993	$67,321	269
501.50 Dean of Students	$51,093	$42,194	$49,215	$54,231	$59,940	85
502.00 Chief Admissions Off	$38,718	$32,196	$36,702	$42,766	$50,104	144
502.10 Assc Dir Admissions	$28,500	$22,863	$26,954	$32,165	$35,030	57
502.20 Admissions Counselor	$25,035	$19,275	$23,523	$27,021	$32,260	90
502.30 Academic Advisor	$29,500	$24,320	$28,518	$33,898	$37,469	37
503.00 Dir Adm & Registrar	$44,434	$35,979	$40,923	$47,028	$54,779	113
504.00 Registrar	$36,755	$26,680	$33,958	$40,000	$49,344	173
504.10 Assc Registrar	$33,009	$23,017	$29,892	$35,769	$41,495	40
504.20 Asst Registrar	$26,143	$19,770	$25,065	$30,382	$34,317	39
505.00 Dir Adm/Fin Aid	$41,958	$29,000	$40,920	$46,526	$54,788	28
506.00 Dir Student Fin Aid	$36,593	$28,940	$34,344	$39,122	$46,409	270
506.10 Assc Dir Std Fin Aid	$26,000	$21,130	$24,996	$29,944	$33,593	75
507.00 Dir Food Services	$27,007	$20,000	$25,376	$29,276	$34,150	49
507.10 Assc Dir Food Serv	$20,000	$16,473	$17,612	$32,106	$37,203	7
508.00 Dir Residence Halls	$26,143	$19,680	$24,931	$30,166	$40,367	35
508.10 Assc Dir Std Housing	$22,292	$12,000	$17,000	$27,583	$30,970	6
508.20 Housing Off/Adm Opr	$20,206	$8,400	$20,136	$20,275	$37,507	4
508.30 Housing Off/Res Life	$22,211	$19,110	$21,526	$24,500	$26,679	15
509.00 Dir Union/Std Act	$39,507	$25,530	$32,026	$41,984	$45,057	15
510.00 Dir Foreign Students	$26,200	$20,580	$24,110	$28,500	$38,700	14
511.00 Dir Student Union	$28,000	$19,200	$27,274	$28,305	$41,469	9
511.10 Assc Dir Std Union	*	*	*	*	*	2
512.00 Dir Std Activities	$31,857	$23,816	$28,777	$35,597	$43,109	147
513.00 Dir Career Dev-Plcmt	$35,183	$27,181	$32,859	$37,882	$45,112	146
514.00 Dir Std Counseling	$43,154	$32,045	$39,905	$45,990	$53,371	188
514.10 Assc Dir Std Cnslg	$33,256	$25,000	$30,450	$35,941	$43,328	24
515.00 Dir Std Hlth-Physicn	$41,201	$30,400	$36,006	$41,528	$57,594	5
516.00 Dir Std Hlth-Nurse	$27,900	$21,478	$26,390	$30,281	$38,155	49
517.00 Dir Campus Ministries	$25,184	$21,161	$22,969	$27,820	$32,000	7
518.00 Dir Athletics	$40,440	$33,372	$38,044	$43,964	$55,461	117
519.00 Dir Sports Info	$25,738	$19,950	$24,000	$27,475	$31,590	8
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	*	*	*	*	*	2
522.00 Dir Campus Rec	$23,788	$20,000	$23,004	$29,488	$37,261	27
523.00 Chief Enrollment Mgmt	$44,678	$34,000	$43,347	$45,148	$54,786	23
524.00 Dir Minority Affairs	$30,100	$25,000	$29,500	$34,647	$43,500	26
525.00 Dir Conferences	$34,060	$26,250	$28,924	$36,592	$47,293	17

*3 cases or less

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93.1 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$131,655	$97,500	$101,124	$163,200	$192,000	9
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$120,064	$99,225	$113,800	$125,568	$139,400	37
102.10 Asst to Ceo/Single	$51,300	$42,505	$48,560	$55,000	$58,000	21
103.00 Exec Vice Pres	$94,433	$75,735	$88,000	$97,469	$135,720	13
ACADEMIC						
201.00 Chief Acad Off	$94,860	$72,152	$90,000	$97,500	$106,725	40
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$61,200	$43,990	$55,379	$65,000	$73,000	39
203.10 Circulatn Librarian	$28,840	$25,308	$28,755	$30,621	$34,706	21
203.20 Acquistns Librarian	$31,165	$29,137	$30,822	$32,000	$36,000	24
203.30 Tech Serv Librarian	$39,618	$34,629	$37,797	$40,812	$45,000	26
203.40 Public Serv Librarian	$38,414	$34,837	$37,150	$41,759	$48,400	20
203.50 Reference Librarian	$34,232	$28,726	$33,632	$34,759	$39,875	30
204.00 Dir Instit Research	$49,979	$40,922	$47,984	$51,000	$57,747	22
204.10 Assc Dir Inst Res	$39,010	$22,000	$30,857	$40,425	$41,500	7
205.00 Dir Educ Media Serv	$45,482	$35,100	$38,130	$46,641	$51,549	18
206.00 Dir Learning Res Ctr	$38,406	$31,706	$35,374	$42,606	$48,494	10
207.00 Dir Internatl Std Ed	$46,536	$33,940	$45,000	$48,185	$65,000	13
208.00 Dir Comp Ctr Opr/Acad	$58,293	$42,224	$46,170	$62,318	$75,963	14
208.10 Assc Dir CC Opr/Acad	$47,400	$37,464	$44,865	$47,490	$52,665	5
209.00 Admn Grants-Contract	$56,151	$36,810	$49,572	$58,000	$68,554	27
210.00 Dean,Architecture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$84,086	$63,924	$79,960	$88,212	$94,706	6
213.00 Dean,Arts & Sciences	$76,000	$69,514	$74,076	$86,390	$92,000	23
214.00 Dean,Business	$85,645	$73,332	$82,659	$87,550	$100,000	27
215.00 Dean,Communications	$57,936	$51,948	$52,512	$63,360	$82,659	4
216.00 Dean,Continuing Ed	$70,026	$55,239	$66,180	$74,000	$79,617	14
218.00 Dean,Education	$71,618	$60,000	$68,727	$76,050	$85,035	20
219.00 Dean,Engineering	$93,693	$72,600	$92,550	$97,000	$106,080	15
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$74,000	$48,790	$67,425	$78,034	$84,434	5
223.00 Dean,Graduate Program	$76,625	$64,702	$75,335	$79,462	$88,600	26
224.00 Dean,Hlth-Rltd Prof	$84,706	$70,040	$82,068	$85,000	$90,000	9
225.00 Dean,Home Economics	$60,349	$51,096	$57,693	$63,004	$103,500	4
226.00 Dean,Humanities	*	*	*	*	*	2
228.00 Dean,Law	$117,636	$90,670	$108,058	$123,818	$135,000	5
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$88,117	$61,584	$87,773	$88,460	$154,000	4
233.00 Dean,Nursing	$82,402	$72,000	$82,400	$82,403	$83,000	8
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$96,274	$86,124	$91,667	$100,880	$103,531	6
238.00 Dean,Social Sciences	$96,900	$62,000	$96,900	$96,900	$132,000	4
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$64,311	$45,636	$55,000	$73,622	$83,592	4
241.00 Dean,Undergrad Prog	$72,800	$51,306	$64,130	$73,500	$90,940	10
ADMINISTRATIVE						
301.00 Chief Business Off	$91,821	$74,708	$84,900	$96,000	$104,600	38
301.01 Chief Admin Off	$85,900	$67,465	$80,400	$92,265	$98,195	10
301.02 Chief Financial Off	$61,000	$49,379	$57,300	$66,400	$72,700	19
301.10 Dir Env Health-Safety	$36,900	$30,396	$35,120	$38,556	$48,616	11
301.20 Dir Telecommunic	$35,929	$30,672	$35,784	$39,250	$51,000	18
302.00 Chief Planning Off	$83,000	$48,400	$67,896	$84,900	$85,000	7
303.00 Chief Budgeting Off	$55,616	$46,185	$52,015	$58,239	$65,000	22
303.10 Assc Budget Dir	$44,100	$38,457	$43,007	$44,526	$51,276	5
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	$65,780	$51,096	$57,800	$68,000	$78,000	12
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$53,554	$46,937	$52,000	$57,000	$63,300	33
306.10 Assc Dir Pers/HR	$39,000	$32,140	$35,960	$40,928	$48,048	19
306.20 Manager Benefits	$32,293	$29,908	$31,193	$35,716	$40,265	20
306.30 Manager Training-Dev	$33,702	$30,742	$33,584	$33,820	$37,731	8
306.40 Manager Empl Relatns	$35,020	$22,309	$30,825	$35,499	$36,489	5
306.60 Manager Employment	$30,193	$25,272	$28,875	$31,476	$39,544	13
306.70 Mgr Wage-Sal/Mgr,Comp	$26,520	$19,470	$26,232	$30,000	$37,615	9
306.80 Mgr Personnel Inf Sys	$29,203	$19,403	$25,352	$29,709	$33,954	5
307.00 Dir AA/EEO	$50,911	$39,500	$46,400	$54,804	$60,000	14
307.10 Assc Dir AA/EEO	$40,120	$30,105	$39,240	$41,000	$51,884	4
308.00 Dir Pers-AA	$48,404	$38,280	$46,410	$50,702	$55,450	10
309.00 Chief Inform Sys Off	$65,500	$53,550	$64,500	$67,632	$79,659	27
309.10 Assc Dir Computer Ctr	$56,128	$43,545	$48,483	$63,772	$72,000	8
309.20 Data Base Admin	$48,500	$35,724	$38,643	$51,312	$58,300	7
309.30 Sys Analyst I-Hi	$39,000	$33,530	$36,281	$42,000	$47,399	19
309.40 Sys Analyst II-Lo	$32,195	$28,000	$28,840	$36,405	$41,556	12
309.50 Prog Analyst I-Hi	$34,000	$29,000	$32,659	$34,842	$40,025	29
309.60 Prog Analyst II-Lo	$28,353	$25,900	$27,488	$29,079	$33,231	23
310.00 Dir Comp Ctr Opr/Ad	$50,931	$48,894	$50,000	$53,472	$62,180	17
310.10 Assc Dir Comp Ctr	$46,200	$41,000	$43,625	$56,460	$58,750	9
312.00 Chf Phys Plnt/Fac	$59,344	$52,650	$56,549	$62,145	$72,650	40
312.10 Assc Dir Phys Plnt	$41,798	$37,416	$40,350	$45,334	$52,353	20
312.20 Mgr Landscape/Gmds	$33,147	$25,592	$32,342	$34,229	$36,688	20
312.30 Mgr Bldg Mnt Trades	$35,349	$30,000	$34,760	$39,516	$48,700	19
312.40 Mgr Tech Trades	$37,225	$30,014	$33,957	$43,000	$47,212	11
312.50 Mgr Custodial Srv	$30,465	$24,093	$26,391	$33,250	$36,750	24
312.60 Mgr Power Plant	$39,912	$32,471	$38,350	$41,250	$43,650	10

*3 cases or less

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93.1 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.00 Comptroller	$56,810	$45,005	$51,525	$59,500	$69,410	30
313.10 Manager Payroll	$31,628	$24,500	$30,000	$33,084	$38,035	29
314.00 Dir Accounting	$44,050	$40,438	$42,650	$46,000	$52,951	20
314.10 Staff Accountant-Hi	$31,830	$26,163	$28,950	$33,269	$40,200	29
314.20 Staff Accountant-Lo	$24,892	$18,996	$23,205	$25,920	$28,740	29
315.00 Bursar	$34,193	$27,336	$32,712	$35,550	$44,304	17
315.10 Assc Bursar	$20,600	$18,000	$19,000	$22,200	$25,700	4
316.00 Dir Purchasing	$39,757	$30,410	$37,400	$42,312	$50,250	34
316.10 Assc Dir Purchasing	$30,300	$23,518	$27,545	$33,109	$38,450	12
317.00 Dir Bookstore	$41,125	$32,500	$37,630	$41,864	$51,090	18
317.10 Assc Dir Bookstore	$29,951	$25,560	$28,450	$31,452	$37,520	6
318.00 Dir Internal Audit	$41,048	$33,069	$35,028	$45,835	$49,135	12
319.00 Dir Aux Services	$56,820	$45,702	$55,416	$57,881	$65,100	13
319.10 Mgr Mail Services	$24,500	$18,759	$22,000	$27,900	$34,260	28
320.00 Dir Campus Security	$42,730	$37,068	$41,063	$44,590	$50,954	35
321.00 Dir Risk Mgt/Ins	$47,136	$34,409	$41,172	$53,100	$57,750	8
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$75,241	$62,550	$70,853	$79,582	$89,655	31
401.10 Dir Annual Giving	$37,000	$31,810	$35,990	$38,522	$43,538	25
401.20 Dir Corp/Fndtn Rel	$42,165	$36,747	$41,349	$42,794	$49,500	20
401.30 Coord Res Dev	$34,300	$26,154	$33,300	$35,147	$42,000	10
401.40 Dir Estate Pln	$55,892	$52,660	$54,000	$57,000	$63,600	7
402.00 Chf Public Rel Off	$53,975	$40,000	$50,000	$58,000	$65,520	23
402.10 Dir Gov/Leg Rel	$63,098	$41,700	$61,720	$64,476	$69,000	8
403.00 Chf Dev/Pub Rel Off	$89,000	$62,220	$80,000	$92,641	$109,200	13
404.00 Dir Alumni Affairs	$41,440	$35,000	$39,700	$42,672	$48,000	33
405.00 Dir Dev/Alumni Aff	$50,345	$33,657	$38,325	$62,364	$66,310	6
406.00 Dir Spec/Defer Gifts	$43,800	$29,952	$43,000	$46,200	$58,915	9
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$37,780	$31,000	$35,000	$40,560	$46,800	6
409.00 Dir Publications	$38,540	$31,025	$37,370	$40,836	$49,676	22
409.10 Assc Dir Publicatns	$34,587	$30,618	$34,409	$34,764	$34,800	6
409.20 Mgr Printing Srv	$33,431	$26,199	$29,041	$34,409	$36,700	22
410.00 Dir Info Office	$43,700	$31,903	$42,659	$44,450	$50,887	15
411.00 Dir News Bureau	$35,522	$26,400	$31,062	$39,432	$44,000	18
STUDENT SERVICES						
501.00 Chf Student Aff Off	$75,990	$61,944	$73,500	$79,785	$83,333	31
501.50 Dean of Students	$49,500	$36,500	$48,579	$53,880	$57,480	17
502.00 Chief Admissions Off	$48,450	$35,050	$43,234	$52,000	$57,875	35
502.10 Assc Dir Admissions	$34,215	$28,600	$32,850	$36,000	$40,570	26
502.20 Admissions Counselor	$23,409	$20,700	$21,886	$24,204	$26,728	28
502.30 Academic Advisor	$26,139	$20,338	$24,840	$28,069	$37,998	10
503.00 Dir Adm & Registrar	$65,848	$60,000	$65,496	$66,200	$68,877	6
504.00 Registrar	$45,931	$36,860	$42,101	$48,000	$54,880	37
504.10 Assc Registrar	$33,000	$26,320	$30,385	$33,468	$37,696	21
504.20 Asst Registrar	$26,079	$22,000	$23,877	$26,800	$29,292	24
505.00 Dir Adm/Fin Aid	*	*	*	*	*	2
506.00 Dir Student Fin Aid	$46,167	$36,522	$41,879	$49,580	$54,153	40
506.10 Assc Dir Std Fin Aid	$30,250	$25,200	$28,800	$34,101	$39,797	25
507.00 Dir Food Services	$42,439	$40,761	$41,167	$45,928	$49,088	12
507.10 Assc Dir Food Serv	$30,420	$28,152	$28,662	$32,968	$37,615	7
508.00 Dir Residence Halls	$38,551	$32,000	$36,640	$40,309	$43,000	22
508.10 Assc Dir Std Housing	$32,906	$25,824	$31,449	$33,456	$34,125	10
508.20 Housing Off/Adm Opr	$27,835	$23,049	$24,328	$29,355	$35,000	12
508.30 Housing Off/Res Life	$28,922	$23,540	$26,784	$31,000	$34,020	17
509.00 Dir Union/Std Act	$45,075	$37,247	$42,500	$47,650	$49,500	6
510.00 Dir Foreign Students	$31,163	$25,000	$29,290	$32,240	$34,000	12
511.00 Dir Student Union	$35,100	$30,000	$32,725	$36,900	$37,300	11
511.10 Assc Dir Std Union	$34,705	$20,093	$31,910	$37,500	$38,900	4
512.00 Dir Std Activities	$31,363	$28,080	$29,600	$33,722	$41,000	26
513.00 Dir Career Dev-Plcmt	$43,635	$35,609	$40,000	$45,864	$49,213	33
514.00 Dir Std Counseling	$44,603	$36,061	$40,833	$46,232	$50,292	28
514.10 Assc Dir Std Cnslg	$34,235	$30,386	$34,073	$34,397	$46,471	8
515.00 Dir Std Hlth-Physicn	$79,002	$68,784	$74,964	$84,321	$96,245	10
516.00 Dir Std Hlth-Nurse	$32,133	$28,478	$30,624	$33,250	$42,794	22
517.00 Dir Campus Ministries	$36,216	$24,081	$28,126	$36,400	$37,500	8
518.00 Dir Athletics	$55,000	$45,000	$53,870	$62,484	$73,116	30
519.00 Dir Sports Info	$29,789	$25,000	$26,555	$31,457	$40,841	17
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$38,869	$31,272	$36,925	$40,812	$52,220	6
522.00 Dir Campus Rec	$32,155	$28,000	$31,300	$37,054	$43,072	16
523.00 Chief Enrollment Mgmt	$55,515	$42,500	$52,292	$59,488	$72,500	13
524.00 Dir Minority Affairs	$38,917	$33,900	$35,700	$41,600	$46,000	12
525.00 Dir Conferences	$47,556	$31,200	$41,784	$53,327	$58,864	8

*3 cases or less

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93.1 - $191 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$135,727	$125,000	$129,000	$141,325	$192,440	9
101.10 Asst to Ceo/System	$62,000	$50,000	$54,000	$70,000	$77,110	6
102.00 Ceo / Single Inst	$132,761	$120,000	$126,800	$137,200	$167,000	39
102.10 Asst to Ceo/Single	$62,407	$52,008	$59,250	$64,688	$77,735	28
103.00 Exec Vice Pres	$123,901	$95,000	$123,600	$124,202	$145,000	9
ACADEMIC						
201.00 Chief Acad Off	$109,302	$92,300	$103,522	$111,500	$125,000	46
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$77,000	$69,000	$75,652	$80,500	$86,440	42
203.10 Circulatn Librarian	$35,448	$31,050	$32,697	$38,650	$41,165	32
203.20 Acquistns Librarian	$38,055	$33,700	$35,884	$39,323	$46,435	28
203.30 Tech Serv Librarian	$47,120	$35,866	$43,650	$51,008	$54,876	29
203.40 Public Serv Librarian	$48,066	$40,493	$44,955	$49,694	$56,577	20
203.50 Reference Librarian	$37,150	$32,266	$36,033	$39,950	$45,665	28
204.00 Dir Instit Research	$58,825	$48,960	$56,584	$61,361	$71,000	32
204.10 Assc Dir Inst Res	$40,380	$32,301	$38,000	$42,000	$47,500	13
205.00 Dir Educ Media Serv	$46,400	$36,862	$43,437	$51,021	$56,292	32
206.00 Dir Learning Res Ctr	$42,453	$29,629	$41,895	$48,537	$62,600	13
207.00 Dir Internatl Std Ed	$53,040	$35,274	$46,550	$54,380	$65,480	25
208.00 Dir Comp Ctr Opr/Acad	$66,800	$51,000	$60,234	$72,000	$83,500	18
208.10 Assc Dir CC Opr/Acad	$54,500	$48,428	$52,854	$57,705	$62,958	10
209.00 Admn Grants-Contract	$60,624	$49,832	$57,038	$61,600	$67,409	35
210.00 Dean,Architecture	$84,317	$82,300	$84,000	$85,189	$89,200	13
211.00 Dean,Agriculture	$88,509	$84,700	$87,510	$89,508	$102,000	8
212.00 Dean,Arts & Letters	$90,896	$43,000	$89,352	$92,440	$93,263	4
213.00 Dean,Arts & Sciences	$93,253	$83,547	$90,000	$96,696	$106,500	35
214.00 Dean,Business	$102,410	$89,128	$97,700	$106,759	$117,300	43
215.00 Dean,Communications	$80,000	$72,515	$80,000	$81,000	$93,875	7
216.00 Dean,Continuing Ed	$79,020	$65,312	$74,556	$80,490	$89,393	25
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$83,675	$74,700	$80,000	$85,930	$89,777	32
219.00 Dean,Engineering	$103,584	$89,200	$98,482	$105,074	$115,000	30
221.00 Dean,Extension	$79,680	$75,500	$76,411	$80,216	$84,401	7
222.00 Dean,Fine Arts	$77,436	$72,112	$76,135	$79,[illegible]44	$94,900	13
223.00 Dean,Graduate Program	$80,500	$76,200	$79,809	$87,000	$92,767	38
224.00 Dean,Hlth-Rltd Prof	$82,175	$75,000	$82,120	$88,636	$93,400	9
225.00 Dean,Home Economics	$77,475	$64,483	$76,450	$78,500	$82,161	4
226.00 Dean,Humanities	*	*	*	*	*	3
228.00 Dean,Law	$114,841	$102,300	$109,500	$125,000	$143,500	19
229.00 Dean,Lib & Inf Sci	$82,682	$73,000	$82,161	$83,202	$85,176	9
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	$154,234	$148,000	$150,468	$158,000	$218,400	4
232.00 Dean,Music	$80,940	$69,500	$79,077	$82,803	$83,541	5
233.00 Dean,Nursing	$85,000	$82,000	$84,987	$87,300	$93,000	15
234.00 Dean,Occ Std/Voc Ed	$78,688	$76,000	$77,000	$80,016	$82,187	7
235.00 Dean,Pharmacy	*	*	*	*	*	3
236.00 Dean,Public Health	*	*	*	*	*	2
237.00 Dean,Sciences	$97,037	$79,560	$93,240	$100,834	$110,800	7
238.00 Dean,Social Sciences	*	*	*	*	*	3
239.00 Dean,Social Work	$75,579	$73,704	$75,158	$76,000	$76,000	7
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$87,166	$76,650	$86,831	$87,500	$91,000	7
ADMINISTRATIVE						
301.00 Chief Business Off	$97,880	$89,544	$95,007	$102,900	$113,420	37
301.01 Chief Admin Off	$88,656	$80,000	$84,200	$91,656	$111,579	12
301.02 Chief Financial Off	$84,153	$61,944	$75,924	$90,500	$101,000	24
301.10 Dir Env Health-Safety	$50,201	$41,300	$45,900	$51,230	$54,637	23
301.20 Dir Telecommunic	$49,025	$41,400	$45,940	$50,900	$60,300	31
302.00 Chief Planning Off	$74,136	$64,901	$73,090	$75,742	$96,000	9
303.00 Chief Budgeting Off	$64,575	$49,980	$61,788	$65,300	$74,000	33
303.10 Assc Budget Dir	$42,180	$34,170	$42,060	$46,305	$58,320	16
304.00 Chief Plan-Budgt Off	$73,250	$66,422	$69,000	$77,500	$81,300	6
305.00 General Counsel	$73,000	$67,250	$70,209	$76,642	$96,900	26
305.10 Staff Attorneys	$48,380	$43,980	$46,746	$52,084	$55,569	16
306.00 Chf Personnel/HR Off	$65,000	$55,000	$58,989	$66,813	$75,432	43
306.10 Assc Dir Pers/HR	$47,117	$39,996	$43,872	$48,582	$54,800	32
306.20 Manager Benefits	$36,211	$31,500	$34,483	$39,971	$44,476	32
306.30 Manager Training-Dev	$34,152	$25,500	$32,760	$38,196	$39,100	19
306.40 Manager Empl Relatns	$33,134	$28,664	$31,831	$34,617	$37,515	5
306.50 Manager Labor Rel	$44,618	$38,700	$44,160	$45,075	$59,500	8
306.60 Manager Employment	$35,310	$27,204	$31,752	$36,852	$44,027	26
306.70 Mgr Wage-Sal/Mgr,Comp	$37,264	$29,440	$32,577	$38,755	$42,628	20
306.80 Mgr Personnel Inf Sys	$35,280	$29,540	$33,550	$35,448	$44,512	13
307.00 Dir AA/EEO	$55,000	$44,496	$53,000	$56,100	$62,407	39
307.10 Assc Dir AA/EEO	$33,075	$30,960	$32,700	$33,520	$35,616	11
309.00 Chief Inform Sys Off	$76,590	$67,586	$75,700	$80,665	$90,200	35
309.10 Assc Dir Computer Ctr	$58,520	$51,288	$56,050	$61,775	$70,000	14
309.20 Data Base Admin	$51,600	$45,291	$48,000	$54,850	$55,556	21
309.30 Sys Analyst I-Hi	$42,250	$36,600	$40,350	$45,177	$49,570	33
309.40 Sys Analyst II-Lo	$37,080	$33,149	$35,250	$37,473	$40,664	21
309.50 Prog Analyst I-Hi	$35,919	$30,096	$32,444	$36,793	$40,329	40
309.60 Prog Analyst II-Lo	$28,000	$24,118	$26,176	$29,256	$31,253	37
310.00 Dir Comp Ctr Opr/Ad	$61,350	$47,500	$58,549	$64,850	$73,000	22
310.10 Assc Dir Comp Ctr	$58,302	$51,231	$55,749	$60,054	$68,420	12
312.00 Chf Phys Plnt/Fac	$69,360	$61,000	$66,400	$72,365	$82,000	46
312.10 Assc Dir Phys Plnt	$54,282	$47,557	$52,661	$56,[illegible]14	$61,187	30
312.20 Mgr Landscape/Gmds	$37,024	$31,608	$36,200	$39,104	$44,885	37
312.30 Mgr Bldg Mnt Trades	$42,647	$35,817	$38,606	$43,390	$51,130	32

*3 cases or less

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93.1 - $191 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$41,721	$37,720	$39,423	$42,500	$44,136	26
312.50 Mgr Custodial Srv	$36,881	$30,181	$35,811	$38,000	$42,050	36
312.60 Mgr Power Plant	$41,849	$35,530	$39,204	$45,050	$51,925	25
313.00 Comptroller	$67,850	$62,200	$66,200	$72,000	$78,400	38
313.10 Manager Payroll	$36,640	$32,300	$36,150	$37,800	$40,659	41
314.00 Dir Accounting	$53,500	$43,000	$48,648	$54,000	$57,000	28
314.10 Staff Accountant-Hi	$30,000	$27,066	$29,077	$31,425	$37,400	37
314.20 Staff Accountant-Lo	$24,432	$21,548	$23,500	$24,700	$27,067	33
315.00 Bursar	$49,895	$41,230	$46,500	$50,400	$58,850	31
315.10 Assc Bursar	$33,392	$30,100	$32,700	$35,011	$40,000	6
316.00 Dir Purchasing	$50,207	$43,370	$47,500	$53,346	$58,745	41
316.10 Assc Dir Purchasing	$38,450	$35,900	$37,800	$39,240	$44,972	21
317.00 Dir Bookstore	$46,018	$38,000	$45,105	$48,960	$55,000	29
317.10 Assc Dir Bookstore	$33,012	$27,435	$32,000	$33,349	$39,680	17
318.00 Dir Internal Audit	$50,750	$41,803	$47,965	$51,740	$59,213	35
319.00 Dir Aux Services	$61,464	$54,768	$60,365	$63,383	$72,450	19
319.10 Mgr Mail Services	$27,719	$24,606	$26,547	$30,154	$33,907	35
320.00 Dir Campus Security	$53,912	$46,404	$50,715	$55,000	$58,411	46
321.00 Dir Risk Mgt/Ins	$45,368	$32,183	$43,000	$53,560	$60,800	19
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$80.000	$64,100	$79,622	$89,250	$110,000	30
401.10 Dir Annual Giving	$41,350	$33,591	$38,700	$44,000	$53,872	24
401.20 Dir Corp/Fndtn Rel	$47,100	$40,160	$45,907	$50,000	$61,588	25
401.30 Coord Res Dev	$36,750	$32,570	$35,917	$37,065	$43,050	13
401.40 Dir Estate Pln	$51,649	$49,535	$51,388	$58,728	$69,500	15
402.00 Chf Public Rel Off	$64,925	$55,720	$60,427	$68,000	$83,029	26
402.10 Dir Gov/Leg Rel	$58,620	$41,425	$51,148	$65,450	$79,331	21
403.00 Chf Dev/Pub Rel Off	$94,668	$80,700	$87,276	$98,500	$104,500	22
404.00 Dir Alumni Affairs	$50,960	$40,272	$47,721	$54,862	$62,000	41
405.00 Dir Dev/Alumni Aff	$68,056	$47,490	$66,183	$69,928	$73,850	6
406.00 Dir Spec/Defer Gifts	$48,009	$40,280	$46,355	$56,175	$56,700	11
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$40,635	$38,600	$40,318	$43,906	$53,800	5
409.00 Dir Publications	$44,685	$39,100	$43,548	$47,011	$55,230	28
409.10 Assc Dir Publicatns	$32,626	$29,368	$31,599	$33,865	$43,028	10
409.20 Mgr Printing Srv	$39,562	$34,553	$38,250	$40,952	$43,810	33
410.00 Dir Info Office	$51,546	$42,948	$50,000	$52,300	$60,170	23
411.00 Dir News Bureau	$41,240	$36,140	$38,000	$43,973	$48,672	19
STUDENT SERVICES						
501.00 Chf Student Aff Off	$87,200	$78,000	$84,074	$89,000	$95,000	43
501.50 Dean of Students	$58,150	$50,900	$56,000	$61,450	$66,500	28
502.00 Chief Admissions Off	$56,360	$45,368	$55,000	$65,646	$71,000	38
502.10 Assc Dir Admissions	$39,167	$33,700	$38,312	$41,022	$44,276	38
502.20 Admissions Counselor	$25,033	$21,825	$22,800	$25,872	$28,334	31
502.30 Academic Advisor	$26,681	$23,204	$25,818	$27,300	$31,710	24
503.00 Dir Adm & Registrar	$67,800	$59,616	$66,435	$68,132	$68,482	5
504.00 Registrar	$56,565	$48,360	$54,040	$61,634	$68,822	42
504.10 Assc Registrar	$41,862	$35 520	$40,416	$45,206	$50,880	31
504.20 Asst Registrar	$31,656	$26,541	$30,314	$32,172	$36,567	30
505.00 Dir Adm/Fin Aid	$78,110	$66,505	$77,093	$81,097	$87,042	5
506.00 Dir Student Fin Aid	$53,031	$46,920	$51,200	$55,500	$58,304	46
506.10 Assc Dir Std Fin Aid	$38,492	$35,020	$37,258	$41,400	$44,003	38
507.00 Dir Food Services	$50,470	$42,972	$49,679	$53,250	$58,870	22
507.10 Assc Dir Food Serv	$38,162	$33,012	$34,728	$40,595	$45,204	14
508.00 Dir Residence Halls	$53,160	$46,000	$50,301	$55,618	$59,400	39
508.10 Assc Dir Std Housing	$36,480	$28,363	$32,466	$38,180	$44,250	21
508.20 Housing Off/Adm Opr	$36,648	$32,221	$34,280	$40,000	$41,950	22
508.30 Housing Off/Res Life	$32,982	$26,500	$31,600	$33,611	$41,650	22
509.00 Dir Union/Std Act	$51,262	$36,251	$47,586	$52,400	$56,547	10
510.00 Dir Foreign Students	$40,164	$32,783	$36,370	$41,382	$51,843	25
511.00 Dir Student Union	$44,742	$39,700	$41,845	$45,646	$52,806	26
511.10 Assc Dir Std Union	$34,160	$30,776	$33,019	$35,855	$42,474	20
512.00 Dir Std Activities	$38,132	$31,922	$35,784	$40,450	$43,200	32
513.00 Dir Career Dev-Plcmt	$48,760	$41,632	$47,000	$49,601	$53,800	43
514.00 Dir Std Counseling	$55,209	$47,249	$51,000	$59,057	$62,747	41
514.10 Assc Dir Std Cnslg	$44,000	$39,500	$41,820	$45,600	$54,763	17
515.00 Dir Std Hlth-Physicn	$83,596	$73,825	$81,000	$85,900	$100,488	28
516.00 Dir Std Hlth-Nurse	$39,576	$35,827	$37,550	$40,220	$41,196	13
517.00 Dir Campus Ministries	$40,548	$39,300	$39,800	$41,295	$57,000	6
518.00 Dir Athletics	$74,334	$58,916	$72,400	$78,500	$87,200	42
519.00 Dir Sports Info	$32,960	$27,068	$30,219	$35,004	$38,889	43
520.00 Dir Athletics/Men	$68,675	$46,200	$63,350	$74,000	$103,656	4
521.00 Dir Athletics/Women	$48,600	$35,099	$48,085	$49,563	$52,000	13
522.00 Dir Campus Rec	$41,361	$33,137	$38,480	$47,822	$52,930	30
523.00 Chief Enrollment Mgmt	$67,704	$52,509	$67,600	$69,709	$81,000	13
524.00 Dir Minority Affairs	$42,000	$37,450	$39,200	$44,200	$52,311	21
525.00 Dir Conferences	$43,431	$32,859	$38,385	$44,244	$52,216	17

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $191 - $344 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$141,500	$125,000	$135,000	$149,800	$163,190	11
101.10 Asst to Ceo/System	$80,700	$47,924	$67,074	$82,625	$88,175	5
102.00 Ceo / Single Inst	$143,840	$112,212	$133,500	$154,550	$205,000	39
102.10 Asst to Ceo/Single	$62,400	$54,000	$56,001	$69,500	$78,072	27
103.00 Exec Vice Pres	$110,422	$85,757	$101,000	$118,484	$165,000	13
ACADEMIC						
201.00 Chief Acad Off	$120,590	$96,255	$115,000	$125,500	$144,462	44
202.00 Chf Hlth Prof Off	$174,306	$130,000	$159,120	$193,500	$214,200	12
203.00 Dir Library Serv	$86,216	$76,900	$80,004	$88,920	$96,000	44
203.10 Circulatn Librarian	$34,393	$26,464	$31,202	$35,435	$41,278	34
203.20 Acquistns Librarian	$42,672	$36,000	$40,112	$44,673	$48,277	36
203.30 Tech Serv Librarian	$52,500	$43,200	$50,834	$55,152	$63,850	31
203.40 Public Serv Librarian	$51,822	$43,424	$50,000	$54,204	$60,342	24
203.50 Reference Librarian	$41,614	$31,364	$40,797	$43,913	$49,070	34
204.00 Dir Instit Research	$59,121	$47,000	$56,375	$60,637	$72,647	34
204.10 Assc Dir Inst Res	$44,500	$38,513	$41,820	$47,150	$55,432	16
205.00 Dir Educ Media Serv	$55,400	$43,146	$53,422	$59,267	$67,465	25
206.00 Dir Learning Res Ctr	$50,882	$42,581	$50,572	$53,400	$57,192	17
207.00 Dir Internatl Std Ed	$55,268	$48,000	$52,000	$63,898	$80,000	22
208.00 Dir Comp Ctr Opr/Acad	$72,161	$60,886	$66,780	$72,775	$92,500	26
208.10 Assc Dir CC Opr/Acad	$54,606	$42,837	$51,376	$54,770	$60,850	13
209.00 Admn Grants-Contract	$59,549	$48,000	$55,000	$66,000	$73,500	39
210.00 Dean,Architecture	$84,998	$77,037	$81,700	$91,970	$102,000	14
211.00 Dean,Agriculture	$98,313	$83,957	$97,590	$100,234	$105,594	20
212.00 Dean,Arts & Letters	$93,672	$82,987	$88,723	$94,404	$102,568	5
213.00 Dean,Arts & Sciences	$96,216	$91,584	$94,725	$101,072	$113,750	30
214.00 Dean,Business	$109,402	$97,512	$106,000	$113,525	$140,000	44
215.00 Dean,Communications	$90,679	$84,811	$88,008	$93,350	$95,404	6
216.00 Dean,Continuing Ed	$80,255	$66,095	$76,677	$81,790	$89,300	25
217.00 Dean,Dentistry	$121,970	$101,188	$120,173	$124,047	$135,000	10
218.00 Dean,Education	$91,036	$81,458	$88,461	$94,860	$102,000	34
219.00 Dean,Engineering	$109,039	$99,702	$106,209	$113,621	$118,137	40
221.00 Dean,Extension	$94,200	$85,800	$89,386	$96,400	$98,304	11
222.00 Dean,Fine Arts	$87,743	$70,272	$86,000	$90,686	$100,000	12
223.00 Dean,Graduate Program	$95,926	$77,250	$90,270	$97,451	$109,293	34
224.00 Dean,Hlth-Rltd Prof	$93,612	$91,000	$92,224	$95,000	$105,000	6
225.00 Dean,Home Economics	$90,000	$82,000	$87,144	$90,828	$100,980	14
226.00 Dean,Humanities	$90,261	$85,675	$89,618	$90,904	$95,100	6
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$128,004	$108,946	$125,502	$135,172	$146,418	25
229.00 Dean,Lib & Inf Sci	$86,508	$67,500	$83,016	$90,000	$95,096	8
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	$177,500	$141,934	$170,252	$183,700	$222,000	18
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$88,356	$76,000	$85,668	$90,325	$101,000	24
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	$99,300	$75,833	$97,600	$100,456	$106,000	13
236.00 Dean,Public Health	$111,706	$80,649	$98,412	$125,000	$168,000	4
237.00 Dean,Sciences	$98,956	$87,264	$96,391	$99,300	$110,997	13
238.00 Dean,Social Sciences	$99,442	$94,828	$98,208	$101,047	$115,000	9
239.00 Dean,Social Work	$95,862	$71,800	$88,937	$102,000	$107,148	14
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$76,500	$69,000	$76,000	$77,000	$92,304	8
242.00 Dean,Veterinary Sci	$109,824	$92,200	$98,004	$110,784	$111,500	11
ADMINISTRATIVE						
301.00 Chief Business Off	$107,448	$90,000	$102,000	$116,070	$127,000	33
301.01 Chief Admin Off	$95,000	$91,401	$94,760	$113,000	$120,000	10
301.02 Chief Financial Off	$88,000	$72,059	$81,500	$94,000	$110,000	23
301.10 Dir Env Health-Safety	$59,172	$44,350	$52,800	$63,750	$69,166	34
301.20 Dir Telecommunic	$55,068	$48,000	$52,805	$60,196	$67,047	37
302.00 Chief Planning Off	$91,686	$75,200	$90,729	$92,642	$110,000	8
303.00 Chief Budgeting Off	$61,250	$51,000	$58,863	$65,000	$79,696	30
303.10 Assc Budget Dir	$51,300	$41,028	$47,691	$52,330	$58,000	24
304.00 Chief Plan-Budgt Off	$77,952	$68,184	$73,500	$78,431	$89,814	13
305.00 General Counsel	$80,500	$73,341	$78,196	$84,798	$98,175	28
305.10 Staff Attorneys	$54,010	$45,000	$51,750	$58,350	$66,480	21
306.00 Chf Personnel/HR Off	$70,392	$59,844	$68,800	$73,840	$82,213	46
306.10 Assc Dir Pers/HR	$46,920	$39,930	$43,860	$49,200	$55,500	16
306.20 Manager Benefits	$42,474	$33,000	$39,450	$44,880	$50,397	36
306.30 Manager Training-Dev	$36,575	$31,260	$35,262	$43,961	$51,372	26
306.40 Manager Empl Relatns	$42,772	$38,000	$42,156	$43,782	$54,400	18
306.50 Manager Labor Rel	$49,465	$33,000	$48,746	$50,184	$58,700	8
306.60 Manager Employment	$36,849	$27,930	$33,413	$39,638	$49,841	32
306.70 Mgr Wage-Sal/Mgr,Compt	$39,041	$33,000	$35,200	$45,000	$49,400	32
306.80 Mgr Personnel Inf Sys	$40,512	$30,451	$38,800	$42,224	$50,000	19
307.00 Dir AA/EEO	$59,468	$46,600	$54,156	$62,160	$70,350	38
307.10 Assc Dir AA/EEO	$38,060	$33,588	$36,858	$40,302	$45,723	16
308.00 Dir Pers-AA	*	*	*	*	*	2
309.00 Chief Inform Sys Off	$81,125	$70,813	$78,922	$83,333	$104,000	31
309.10 Assc Dir Computer Ctr	$66,768	$53,655	$58,140	$67,608	$79,000	11
309.20 Data Base Admin	$48,466	$43,251	$48,240	$50,133	$55,724	23
309.30 Sys Analyst I-Hi	$43,534	$39,518	$42,200	$45,456	$49,516	27
309.40 Sys Analyst II-Lo	$35,086	$30,509	$33,458	$36,438	$41,746	28
309.50 Prog Analyst I-Hi	$36,738	$29,091	$33,253	$38,304	$40,600	38
309.60 Prog Analyst II-Lo	$26,475	$23,763	$26,042	$26,853	$29,185	36
310.00 Dir Comp Ctr Opr/Ad	$69,593	$60,000	$67,500	$74,000	$83,000	26
310.10 Assc Dir Comp Ctr	$55,930	$51,408	$55,056	$57,076	$62,923	14
312.00 Chf Phys Plnt/Fac	$76,000	$63,050	$74,095	$77,900	$88,500	43

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $191 - $344 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$54,600	$45,012	$52,010	$56,004	$63,000	31
312.20 Mgr Landscape/Grnds	$39,250	$33,284	$37,615	$41,121	$47,753	37
312.30 Mgr Bldg Mnt Trades	$40,600	$35,794	$39,176	$44,952	$50,664	33
312.40 Mgr Tech Trades	$42,561	$33,611	$39,005	$44,807	$48,977	20
312.50 Mgr Custodial Srv	$38,230	$32,919	$36,382	$39,788	$46,802	40
312.60 Mgr Power Plant	$44,687	$39,645	$43,320	$46,280	$51,981	32
313.00 Comptroller	$81,373	$62,520	$73,216	$83,025	$90,139	33
313.10 Manager Payroll	$44,304	$36,630	$40,800	$46,100	$50,746	43
314.00 Dir Accounting	$53,575	$46,000	$50,882	$55,000	$61,333	34
314.10 Staff Accountant-Hi	$34,593	$28,672	$31,492	$35,950	$38,480	37
314.20 Staff Accountant-Lo	$24,575	$21,715	$23,556	$25,801	$28,082	37
315.00 Bursar	$47,050	$36,761	$44,952	$48,600	$56,040	28
315.10 Assc Bursar	$38,362	$26,830	$35,000	$39,723	$44,664	12
316.00 Dir Purchasing	$54,407	$48,000	$52,140	$56,354	$63,552	42
316.10 Assc Dir Purchasing	$44,404	$34,200	$41,121	$46,000	$48,119	23
317.00 Dir Bookstore	$44,940	$41,291	$43,000	$46,700	$50,500	24
317.10 Assc Dir Bookstore	$33,434	$29,574	$32,140	$33,863	$36,659	15
318.00 Dir Internal Audit	$55,650	$49,516	$53,000	$58,000	$68,100	38
319.00 Dir Aux Services	$65,493	$56,388	$59,000	$65,940	$75,000	24
319.10 Mgr Mail Services	$31,658	$26,123	$30,425	$32,556	$37,046	35
320.00 Dir Campus Security	$54,240	$44,767	$52,084	$55,587	$65,805	45
321.00 Dir Risk Mgt/Ins	$55,000	$44,952	$54,450	$56,264	$68,647	18
322.00 Admin Hosp Med Ctr	$145,000	$116,000	$136,667	$150,400	$205,000	9
322.10 Dir Med Ctr Pub Rel	$49,554	$45,316	$48,952	$58,579	$75,015	10
322.20 Dir Med Ctr Pers	$71,840	$51,600	$63,020	$80,921	$93,586	5
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$92,810	$78,288	$86,500	$100,000	$110,000	34
401.10 Dir Annual Giving	$41,246	$35,254	$38,502	$47,210	$55,000	24
401.20 Dir Corp/Fndtn Rel	$59,031	$49,020	$55,863	$61,500	$70,130	23
401.30 Coord Res Dev	$34,242	$29,780	$30,817	$38,873	$43,738	15
401.40 Dir Estate Pln	$60,000	$52,031	$57,050	$64,863	$72,258	15
402.00 Chf Public Rel Off	$74,400	$61,387	$70,436	$78,000	$96,500	31
402.10 Dir Gov/Leg Rel	$65,000	$53,159	$62,400	$71,000	$81,324	23
403.00 Chf Dev/Pub Rel Off	$106,886	$90,000	$101,104	$114,412	$125,000	12
404.00 Dir Alumni Affairs	$60,160	$46,872	$54,072	$63,714	$71,110	36
405.00 Dir Dev/Alumni Aff	$71,436	$65,000	$70,718	$82,532	$103,609	5
406.00 Dir Spec/Defer Gifts	$58,752	$50,182	$58,503	$59,000	$70,000	8
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$66,500	$48,084	$58,834	$78,780	$92,649	5
409.00 Dir Publications	$44,934	$37,255	$40,560	$48,672	$58,000	36
409.10 Assc Dir Publicatns	$30,178	$30,004	$30,105	$30,660	$35,790	11
409.20 Mgr Printing Srv	$44,837	$34,352	$41,363	$46,585	$52,916	30
410.00 Dir Info Office	$52,668	$40,934	$51,348	$55,097	$67,557	25
411.00 Dir News Bureau	$41,926	$35,465	$37,726	$45,000	$46,919	14
STUDENT SERVICES						
501.00 Chf Student Aff Off	$90,000	$77,000	$87,800	$93,500	$100,000	43
501.50 Dean of Students	$62,426	$56,471	$61,500	$67,750	$72,000	26
502.00 Chief Admissions Off	$55,238	$47,700	$51,948	$59,266	$69,100	37
502.10 Assc Dir Admissions	$38,630	$32,671	$37,175	$41,252	$48,125	35
502.20 Admissions Counselor	$24,147	$20,138	$22,368	$28,800	$30,917	24
502.30 Academic Advisor	$27,170	$22,584	$24,854	$28,813	$38,142	17
503.00 Dir Adm & Registrar	$68,104	$55,333	$66,772	$69,054	$78,429	10
504.00 Registrar	$55,700	$48,660	$55,000	$58,250	$61,153	37
504.10 Assc Registrar	$38,148	$35,505	$37,262	$41,892	$46,150	32
504.20 Asst Registrar	$33,088	$28,823	$31,522	$35,000	$41,616	19
505.00 Dir Adm/Fin Aid	$80,386	$67,028	$73,772	$87,000	$103,000	4
506.00 Dir Student Fin Aid	$55,548	$48,612	$53,325	$58,500	$62,256	45
506.10 Assc Dir Std Fin Aid	$38,473	$34,254	$36,636	$39,950	$43,200	36
507.00 Dir Food Services	$57,915	$47,700	$54,600	$59,000	$69,500	24
507.10 Assc Dir Food Serv	$45,480	$36,017	$44,420	$46,000	$52,956	13
508.00 Dir Residence Halls	$55,721	$47,101	$54,829	$60,000	$64,216	37
508.10 Assc Dir Std Housing	$44,658	$35,077	$42,525	$46,010	$52,400	20
508.20 Housing Off/Adm Opr	$38,489	$32,000	$36,611	$40,500	$44,500	22
508.30 Housing Off/Res Life	$35,516	$26,409	$34,975	$40,808	$44,202	24
509.00 Dir Union/Std Act	$50,508	$43,703	$49,277	$52,175	$60,875	16
510.00 Dir Foreign Students	$41,535	$33,915	$40,000	$43,100	$50,218	28
511.00 Dir Student Union	$50,957	$42,001	$46,920	$56,376	$61,400	24
511.10 Assc Dir Std Union	$36,734	$30,710	$33,750	$37,823	$44,580	18
512.00 Dir Std Activities	$41,185	$33,603	$37,700	$44,200	$46,205	25
513.00 Dir Career Dev-Plcmt	$48,800	$41,365	$46,690	$51,852	$60,377	40
514.00 Dir Std Counseling	$57,000	$46,203	$53,916	$60,513	$66,176	41
514.10 Assc Dir Std Cnslg	$46,577	$38,868	$44,928	$52,468	$55,850	20
515.00 Dir Std Hlth-Physicn	$79,500	$74,500	$77,536	$84,956	$98,100	33
516.00 Dir Std Hlth-Nurse	$40,265	$34,392	$37,565	$41,946	$51,000	14
517.00 Dir Campus Ministries	$54,000	$39,087	$52,007	$56,000	$59,920	7
518.00 Dir Athletics	$87,745	$75,878	$84,600	$90,260	$107,112	46
519.00 Dir Sports Info	$36,380	$30,716	$34,924	$40,210	$46,500	41
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$48,000	$41,570	$46,800	$49,200	$56,413	8
522.00 Dir Campus Rec	$46,728	$35,000	$41,190	$48,424	$52,553	37
523.00 Chief Enrollment Mgmt	$69,092	$45,000	$68,758	$69,425	$84,300	8
524.00 Dir Minority Affairs	$49,597	$37,650	$45,636	$55,008	$64,000	24
525.00 Dir Conferences	$44,460	$38,327	$43,075	$47,697	$57,355	25

*3 cases or less

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $344 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$164,738	$150,000	$157,955	$170,000	$200,000	12
101.10 Asst to Ceo/System	$80,375	$62,000	$78,750	$82,000	$90,000	8
102.00 Ceo / Single Inst	$148,000	$124,000	$134,620	$151,003	$173,401	28
102.10 Asst to Ceo/Single	$77,700	$58,800	$66,300	$78,000	$86,600	22
103.00 Exec Vice Pres	$175,000	$115,000	$135,300	$182,574	$188,000	9
ACADEMIC						
201.00 Chief Acad Off	$130,000	$118,000	$125,004	$136,500	$151,248	39
202.00 Chf Hlth Prof Off	$175,200	$126,920	$144,842	$217,665	$303,000	21
203.00 Dir Library Serv	$93,360	$84,300	$91,362	$100,408	$113,150	35
203.10 Circulatn Librarian	$38,640	$34,550	$37,496	$41,655	$45,300	35
203.20 Acquistns Librarian	$44,232	$39,579	$42,000	$45,300	$51,000	34
203.30 Tech Serv Librarian	$58,980	$53,247	$54,909	$59,344	$67,923	30
203.40 Public Serv Librarian	$60,924	$51,240	$58,242	$62,713	$68,154	27
203.50 Reference Librarian	$44,020	$38,304	$41,916	$45,748	$52,590	33
204.00 Dir Instit Research	$65,150	$61,000	$64,218	$66,180	$68,500	26
204.10 Assc Dir Inst Res	$52,180	$42,699	$47,576	$54,100	$55,597	15
205.00 Dir Educ Media Serv	$60,852	$48,266	$57,000	$62,700	$68,712	21
206.00 Dir Learning Res Ctr	$59,000	$48,000	$53,030	$59,760	$68,000	13
207.00 Dir Internatl Std Ed	$76,328	$47,607	$67,800	$82,000	$95,500	19
208.00 Dir Comp Ctr Opr/Acad	$80,000	$62,875	$75,636	$85,728	$96,425	25
208.10 Assc Dir CC Opr/Acad	$68,340	$50,233	$60,845	$69,500	$79,089	15
209.00 Admn Grants-Contract	$75,800	$63,235	$72,925	$80,300	$91,829	37
210.00 Dean,Architecture	$102,974	$93,300	$99,336	$106,000	$115,000	22
211.00 Dean,Agriculture	$125,387	$113,000	$115,750	$128,780	$145,950	15
212.00 Dean,Arts & Letters	$114,088	$110,000	$110,175	$118,000	$128,000	6
213.00 Dean,Arts & Sciences	$113,166	$104,794	$110,000	$120,000	$145,000	28
214.00 Dean,Business	$137,808	$117,645	$126,667	$148,560	$160,000	37
215.00 Dean,Communications	$104,070	$91,120	$100,000	$108,200	$117,000	16
216.00 Dean,Continuing Ed	$88,954	$75,500	$88,236	$92,767	$108,120	24
217.00 Dean,Dentistry	$132,550	$116,142	$124,848	$141,000	$156,043	14
218.00 Dean,Education	$100,750	$94,605	$99,465	$105,000	$115,000	32
219.00 Dean,Engineering	$134,550	$119,523	$127,745	$141,500	$156,500	34
221.00 Dean,Extension	$101,400	$89,100	$100,000	$102,800	$121,270	8
222.00 Dean,Fine Arts	$102,500	$88,718	$98,283	$105,400	$121,416	14
223.00 Dean,Graduate Program	$105,396	$93,707	$103,832	$106,000	$115,713	30
224.00 Dean,Hlth-Rltd Prof	$97,296	$88,370	$97,147	$97,444	$100,400	8
225.00 Dean,Home Economics	$98,300	$92,684	$98,000	$101,065	$103,596	11
226.00 Dean,Humanities	$101,700	$80,663	$99,850	$102,249	$104,619	5
228.00 Dean,Law	$141,550	$119,162	$133,359	$146,150	$167,980	30
229.00 Dean,Lib & Inf Sci	$96,000	$83,098	$89,653	$96,950	$102,600	15
230.00 Dean,Mathematics	$84,500	$64,752	$77,662	$84,550	$106,638	5
231.00 Dean,Medicine	$207,000	$148,404	$195,821	$216,882	$247,824	21
232.00 Dean,Music	$102,000	$85,813	$97,999	$102,425	$111,047	15
233.00 Dean,Nursing	$105,364	$94,840	$103,137	$107,092	$113,370	26
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	$111,800	$95,680	$111,232	$115,332	$128,912	19
236.00 Dean,Public Health	$135,402	$131,500	$134,941	$138,000	$209,000	9
237.00 Dean,Sciences	$116,248	$106,744	$113,264	$117,500	$121,577	10
238.00 Dean,Social Sciences	$115,378	$104,992	$114,768	$115,988	$121,170	4
239.00 Dean,Social Work	$96,122	$85,408	$93,705	$100,600	$114,150	20
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$90,750	$85,442	$90,000	$91,500	$100,000	6
242.00 Dean,Veterinary Sci	$114,500	$107,825	$110,250	$115,500	$140,000	11
ADMINISTRATIVE						
301.00 Chief Business Off	$118,100	$100,000	$113,730	$122,400	$143,500	28
301.01 Chief Admin Off	$98,965	$96,086	$97,637	$99,750	$111,716	11
301.02 Chief Financial Off	$93,600	$81,817	$90,500	$102,000	$129,000	17
301.10 Dir Env Health-Safety	$65,609	$54,000	$59,544	$67,000	$75,400	36
301.20 Dir Telecommunic	$66,543	$56,010	$59,535	$71,002	$80,100	37
302.00 Chief Planning Off	$85,250	$68,000	$77,500	$93,000	$110,250	8
303.00 Chief Budgeting Off	$76,825	$64,260	$73,000	$79,829	$87,800	29
303.10 Assc Budget Dir	$60,400	$47,428	$56,076	$62,400	$66,989	26
304.00 Chief Plan-Budgt Off	$96,140	$81,000	$91,156	$99,900	$111,000	11
305.00 General Counsel	$97,800	$87,000	$95,000	$100,000	$128,500	29
305.10 Staff Attorneys	$64,433	$55,043	$62,675	$70,225	$76,313	27
306.00 Chf Personnel/HR Off	$77,688	$67,653	$73,929	$83,190	$99,000	35
306.10 Assc Dir Pers/HR	$56,495	$48,246	$54,300	$61,701	$74,300	24
306.20 Manager Benefits	$49,051	$42,346	$47,806	$50,790	$56,202	40
306.30 Manager Training-Dev	$42,800	$36,141	$38,610	$45,000	$50,250	31
306.40 Manager Empl Relatns	$42,200	$33,047	$40,500	$46,680	$52,788	17
306.50 Manager Labor Rel	$51,900	$47,175	$48,725	$54,300	$76,000	17
306.60 Manager Employment	$45,360	$40,000	$43,600	$48,210	$51,318	37
306.70 Mgr Wage-Sal/Mgr,Comp	$45,154	$37,500	$43,420	$46,332	$52,732	33
306.80 Mgr Personnel Inf Sys	$45,950	$37,200	$44,015	$47,984	$54,600	23
307.00 Dir AA/EEO	$61,400	$53,990	$59,500	$66,000	$73,400	37
307.10 Assc Dir AA/EEO	$42,780	$35,419	$39,372	$43,881	$47,858	15
308.00 Dir Pers-AA	*	*	*	*	*	1
309.00 Chief Inform Sys Off	$100,618	$76,800	$95,000	$105,000	$126,000	23
309.10 Assc Dir Computer Ctr	$72,873	$68,253	$69,746	$76,000	$86,296	8
309.20 Data Base Admin	$52,591	$46,679	$50,109	$53,586	$61,684	20
309.30 Sys Analyst I-Hi	$44,493	$35,701	$44,024	$46,620	$53,100	29
309.40 Sys Analyst II-Lo	$34,741	$28,003	$34,147	$35,305	$40,129	24
309.50 Prog Analyst I-Hi	$37,039	$31,129	$34,098	$39,414	$45,362	32
309.60 Prog Analyst II-Lo	$27,853	$24,105	$27,044	$28,640	$32,708	32
310.00 Dir Comp Ctr Opr/Ad	$76,800	$66,000	$75,000	$85,200	$92,400	31
310.10 Assc Dir Comp Ctr	$65,205	$58,200	$63,100	$67,000	$70,200	16
312.00 Chf Phys Plnt/Fac	$83,750	$72,237	$76,500	$90,238	$99,600	40
312.10 Assc Dir Phys Plnt	$64,725	$57,758	$62,577	$72,500	$82,737	34

*3 cases or less

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $344 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grnds	$45,128	$36,942	$43,044	$47,400	$54,800	38
312.30 Mgr Bldg Mnt Trades	$53,364	$46,189	$51,000	$54,922	$60,000	25
312.40 Mgr Tech Trades	$51,171	$45,566	$50,212	$57,600	$67,671	19
312.50 Mgr Custodial Srv	$44,612	$35,819	$42,314	$48,300	$53,964	37
312.60 Mgr Power Plant	$52,448	$39,269	$48,994	$55,714	$60,465	30
313.00 Comptroller	$83,868	$77,000	$83,539	$85,100	$91,500	33
313.10 Manager Payroll	$51,109	$39,979	$48,300	$52,400	$58,400	44
314.00 Dir Accounting	$57,920	$50,084	$56,682	$60,750	$71,800	32
314.10 Staff Accountant-Hi	$34,812	$27,800	$33,047	$37,088	$40,729	32
314.20 Staff Accountant-Lo	$25,216	$22,070	$24,635	$25,800	$28,251	33
315.00 Bursar	$54,000	$50,200	$53,500	$58,524	$63,314	23
315.10 Assc Bursar	$40,212	$36,750	$39,600	$43,000	$47,801	11
316.00 Dir Purchasing	$65,000	$54,358	$62,900	$67,000	$75,000	42
316.10 Assc Dir Purchasing	$48,700	$39,678	$47,000	$51,300	$56,000	33
317.00 Dir Bookstore	$51,887	$46,350	$51,015	$53,600	$62,190	30
317.10 Assc Dir Bookstore	$43,700	$32,580	$38,120	$43,704	$49,125	13
318.00 Dir Internal Audit	$65,726	$54,644	$62,095	$67,875	$80,300	41
319.00 Dir Aux Services	$75,342	$61,560	$62,900	$80,750	$87,400	24
319.10 Mgr Mail Services	$31,747	$27,800	$30,000	$33,101	$42,400	36
320.00 Dir Campus Security	$63,564	$54,465	$61,853	$66,218	$76,200	45
321.00 Dir Risk Mgt/Ins	$59,300	$47,084	$55,150	$62,500	$68,603	35
322.00 Admin Hosp Med Ctr	$146,821	$104,312	$127,692	$164,507	$239,000	18
322.10 Dir Med Ctr Pub Rel	$58,269	$48,018	$54,840	$58,564	$74,400	16
322.20 Dir Med Ctr Pers	$67,560	$53,080	$62,254	$68,500	$91,016	15
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$107,226	$90,264	$105,000	$116,000	$131,772	28
401.10 Dir Annual Giving	$54,400	$38,500	$50,942	$56,376	$63,400	28
401.20 Dir Corp/Fndtn Rel	$59,748	$51,125	$58,000	$63,000	$75,000	27
401.30 Coord Res Dev	$48,571	$39,604	$44,907	$53,700	$67,566	10
401.40 Dir Estate Pln	$64,451	$57,947	$61,850	$70,118	$88,559	10
402.00 Chf Public Rel Off	$84,375	$73,100	$80,300	$90,000	$105,400	27
402.10 Dir Gov/Leg Rel	$79,378	$60,250	$72,789	$84,962	$96,925	30
403.00 Chf Dev/Pub Rel Off	$111,100	$97,850	$105,163	$115,000	$133,800	10
404.00 Dir Alumni Affairs	$74,472	$55,300	$66,233	$75,870	$82,235	35
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
406.00 Dir Spec/Defer Gifts	$62,950	$52,921	$60,000	$69,000	$79,500	17
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$60,000	$42,475	$43,054	$61,200	$73,857	11
409.00 Dir Publications	$49,452	$43,334	$48,617	$53,172	$63,500	31
409.10 Assc Dir Publicatns	$36,550	$34,409	$36,184	$39,291	$48,000	12
409.20 Mgr Printing Srv	$46,750	$35,518	$42,843	$50,160	$62,307	33
410.00 Dir Info Office	$54,600	$44,580	$48,838	$59,778	$71,371	19
411.00 Dir News Bureau	$48,159	$41,194	$43,953	$53,335	$64,504	22
STUDENT SERVICES						
501.00 Chf Student Aff Off	$99,259	$85,500	$97,084	$100,980	$110,000	38
501.50 Dean of Students	$66,804	$59,550	$64,000	$68,137	$82,000	18
502.00 Chief Admissions Off	$70,350	$56,890	$67,500	$72,350	$83,400	37
502.10 Assc Dir Admissions	$43,300	$37,428	$41,600	$44,909	$53,000	38
502.20 Admissions Counselor	$26,954	$23,269	$25,182	$30,400	$39,816	34
502.30 Academic Advisor	$25,840	$23,133	$25,386	$28,475	$29,977	23
503.00 Dir Adm & Registrar	$80,200	$66,892	$73,770	$84,232	$93,132	5
504.00 Registrar	$66,763	$57,800	$63,500	$69,026	$76,300	44
504.10 Assc Registrar	$47,550	$43,161	$46,916	$50,339	$56,000	36
504.20 Asst Registrar	$35,853	$29,724	$33,750	$37,283	$43,402	33
505.00 Dir Adm/Fin Aid	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$64,000	$54,905	$60,359	$66,749	$74,700	45
506.10 Assc Dir Std Fin Aid	$42,000	$35,648	$41,400	$44,686	$55,500	37
507.00 Dir Food Services	$63,048	$51,642	$61,087	$66,140	$71,649	25
507.10 Assc Dir Food Serv	$49,082	$37,000	$45,005	$52,606	$63,000	18
508.00 Dir Residence Halls	$64,575	$53,106	$59,760	$65,100	$73,455	31
508.10 Assc Dir Std Housing	$46,296	$40,310	$45,203	$47,738	$57,825	25
508.20 Housing Off/Adm Opr	$47,175	$39,400	$42,557	$49,490	$54,276	22
508.30 Housing Off/Res Life	$45,739	$34,716	$44,000	$46,434	$56,400	18
509.00 Dir Union/Std Act	$57,500	$47,784	$55,300	$58,000	$64,500	13
510.00 Dir Foreign Students	$46,795	$38,058	$43,115	$48,821	$53,625	30
511.00 Dir Student Union	$60,510	$53,163	$57,033	$64,200	$70,049	25
511.10 Assc Dir Std Union	$44,126	$31,416	$37,604	$45,539	$53,040	21
512.00 Dir Std Activities	$52,572	$37,500	$47,346	$56,628	$65,136	19
513.00 Dir Career Dev-Plcmt	$55,330	$47,415	$53,500	$59,005	$64,860	44
514.00 Dir Std Counseling	$60,500	$53,750	$57,000	$65,490	$71,116	36
514.10 Assc Dir Std Cnslg	$48,144	$41,000	$46,925	$49,100	$54,756	23
515.00 Dir Std Hlth-Physicn	$99,955	$84,900	$93,504	$105,000	$118,169	34
516.00 Dir Std Hlth-Nurse	$46,600	$39,105	$42,464	$49,237	$57,500	15
517.00 Dir Campus Ministries	$53,467	$35,000	$43,133	$63,800	$65,900	6
518.00 Dir Athletics	$105,000	$81,149	$102,382	$108,352	$123,754	36
519.00 Dir Sports Info	$38,796	$32,516	$37,128	$41,500	$47,914	34
520.00 Dir Athletics/Men	$70,331	$57,785	$64,000	$74,500	$112,500	9
521.00 Dir Athletics/Women	$54,340	$44,838	$52,000	$57,866	$75,480	19
522.00 Dir Campus Rec	$51,859	$41,721	$49,750	$53,186	$60,184	35
523.00 Chief Enrollment Mgmt	*	*	*	*	*	3
524.00 Dir Minority Affairs	$54,000	$43,623	$46,857	$62,200	$78,870	15
525.00 Dir Conferences	$53,000	$40,872	$51,777	$55,800	$60,000	21

*3 cases or less

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $22.6 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$95,373	$78,750	$88,445	$102,411	$127,978	11
102.00 Ceo / Single Inst	$87,816	$79,000	$86,018	$91,250	$108,359	60
102.10 Asst to Ceo/Single	$36,118	$28,000	$34,452	$40,697	$55,613	23
103.00 Exec Vice Pres	$71,824	$65,000	$71,000	$73,000	$83,000	14
ACADEMIC						
201.00 Chief Acad Off	$68,050	$50,000	$62,895	$70,755	$78,000	63
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$41,254	$32,004	$39,084	$44,040	$51,030	66
203.10 Circulatn Librarian	$24,000	$20,045	$23,760	$25,800	$30,230	22
203.20 Acquistns Librarian	$25,411	$18,833	$24,000	$26,600	$29,290	22
203.30 Tech Serv Librarian	$28,516	$23,540	$26,850	$29,450	$34,757	38
203.40 Public Serv Librarian	$27,885	$24,144	$26,838	$30,200	$36,740	24
203.50 Reference Librarian	$27,000	$22,500	$25,450	$28,250	$31,389	41
204.00 Dir Instit Research	$51,811	$41,000	$51,125	$52,238	$60,628	18
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$28,000	$25,000	$27,200	$30,100	$36,216	23
206.00 Dir Learning Res Ctr	$29,000	$24,027	$27,700	$29,729	$34,010	19
207.00 Dir Journal Std Ed	$36,600	$24,900	$35,544	$40,470	$64,800	9
208.00 Dir Comp Ctr Opr/Acad	$38,017	$27,510	$35,280	$40,800	$49,314	16
208.10 Assc Dir CC Opr/Acad	$34,936	$28,503	$31,700	$38,172	$40,796	4
209.00 Admn Grants-Contract	$32,990	$27,454	$29,733	$37,000	$40,000	16
210.00 Dean,Architecture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$47,000	$33,048	$45,500	$58,500	$59,004	9
213.00 Dean,Arts & Sciences	$65,500	$55,000	$63,165	$67,828	$70,260	21
214.00 Dean,Business	$65,400	$51,000	$58,500	$67,510	$70,405	32
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$51,144	$35,615	$45,208	$52,965	$63,106	25
218.00 Dean,Education	$59,000	$45,000	$58,257	$62,330	$64,564	23
219.00 Dean,Engineering	$49,819	$47,907	$49,590	$50,047	$60,001	6
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	$47,019	$41,864	$44,520	$49,518	$55,200	6
223.00 Dean,Graduate Program	$51,127	$39,933	$45,000	$55,000	$61,800	26
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	3
226.00 Dean,Humanities	$48,000	$33,150	$45,000	$49,400	$53,850	5
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$48,250	$34,842	$45,500	$51,000	$57,550	4
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$35,800	$22,495	$29,600	$42,000	$51,100	4
233.00 Dean,Nursing	$55,664	$48,189	$52,300	$57,924	$60,500	11
234.00 Dean,Occ Std/Voc Ed	$53,250	$35,900	$51,200	$55,300	$60,001	4
237.00 Dean,Sciences	$59,500	$40,340	$53,938	$60,001	$63,117	10
238.00 Dean,Social Sciences	$46,143	$32,400	$45,000	$47,285	$52,850	8
239.00 Dean,Social Work	$54,919	$39,130	$50,997	$58,840	$63,000	4
240.00 Dean,Special Programs	$39,646	$30,850	$36,623	$42,550	$54,208	5
241.00 Dean,Undergrad Prog	$54,000	$39,804	$44,099	$55,900	$58,000	9
ADMINISTRATIVE						
301.00 Chief Business Off	$60,000	$49,000	$57,706	$64,975	$74,600	61
301.01 Chief Admin Off	$58,000	$40,000	$49,875	$62,000	$64,000	11
301.02 Chief Financial Off	$52,698	$39,476	$47,000	$58,350	$62,000	12
301.10 Dir Env Health-Safety	$35,662	$30,500	$34,331	$37,331	$40,316	5
301.20 Dir Telecommunic	$32,416	$23,000	$29,832	$35,000	$37,800	8
302.00 Chief Planning Off	$55,730	$43,687	$51,317	$55,865	$56,487	5
303.00 Chief Budgeting Off	$49,325	$33,500	$42,119	$51,000	$60,320	9
303.10 Assc Budget Dir	$30,850	$26,000	$26,957	$41,600	$42,299	7
305.00 General Counsel	$54,129	$52,000	$54,000	$54,258	$63,650	4
306.00 Chf Personnel/HR Off	$39,576	$31,578	$37,692	$40,328	$48,300	30
306.10 Assc Dir Pers/HR	$36,502	$29,960	$35,000	$36,710	$49,999	9
306.20 Manager Benefits	$24,000	$16,975	$19,988	$25,764	$32,205	9
306.30 Manager Training-Dev	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	$39,683	$26,623	$29,280	$50,086	$57,405	4
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$34,768	$27,459	$32,176	$40,000	$57,000	14
309.00 Chief Inform Sys Off	$44,970	$37,884	$40,800	$46,000	$58,649	29
309.10 Assc Dir Computer Ctr	$35,495	$29,774	$35,445	$35,887	$45,830	10
309.20 Data Base Admin	$30,000	$24,857	$28,000	$31,356	$32,343	11
309.30 Sys Analyst I-Hi	$31,400	$22,155	$27,300	$35,446	$39,051	7
309.40 Sys Analyst II-Lo	$28,051	$17,968	$24,276	$28,208	$29,933	5
309.50 Prog Analyst I-Hi	$28,938	$22,150	$26,800	$29,693	$35,943	30
309.60 Prog Analyst II-Lo	$23,901	$20,000	$22,000	$25,311	$26,000	16
310.00 Dir Comp Ctr Opr/Ad	$38,115	$27,900	$36,250	$42,422	$53,278	25
310.10 Assc Dir Comp Ctr	$32,250	$24,255	$30,668	$32,261	$36,086	5
312.00 Chf Phys Plnt/Fac	$42,234	$34,000	$39,800	$43,785	$55,500	59
312.10 Assc Dir Phys Plnt	$33,500	$27,870	$33,080	$34,000	$39,300	21
312.20 Mgr Landscape/Grnds	$23,600	$18,060	$22,945	$25,812	$28,404	29
312.30 Mgr Bldg Mnt Trades	$28,413	$23,970	$26,500	$29,494	$32,000	22
312.40 Mgr Tech Trades	$28,500	$20,580	$28,000	$29,000	$30,500	8
312.50 Mgr Custodial Srv	$25,103	$21,743	$23,715	$26,534	$29,479	30
312.60 Mgr Power Plant	$33,251	$25,580	$30,690	$33,354	$33,854	5
313.00 Comptroller	$41,000	$34,320	$40,000	$42,000	$50,300	39
313.10 Manager Payroll	$22,258	$19,523	$21,975	$23,000	$27,139	24
314.00 Dir Accounting	$31,350	$26,000	$29,590	$34,000	$39,500	22
314.10 Staff Accountant-Hi	$28,353	$21,630	$25,828	$29,000	$34,000	26
314.20 Staff Accountant-Lo	$18,000	$16,000	$17,400	$19,110	$32,592	9
315.00 Bursar	$34,857	$25,927	$33,349	$36,052	$39,463	10

*3 cases or less

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $22.6 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$32,258	$27,084	$30,460	$33,300	$42,125	28
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	$26,585	$20,240	$26,000	$27,632	$32,298	41
317.10 Assc Dir Bookstore	$19,660	$14,725	$17,199	$20,260	$24,000	7
318.00 Dir Internal Audit	*	*	*	*	*	3
319.00 Dir Aux Services	$50,471	$43,500	$50,000	$50,883	$58,068	7
319.10 Mgr Mail Services	$20,280	$17,359	$19,564	$21,387	$25,717	25
320.00 Dir Campus Security	$29,200	$22,250	$26,811	$30,785	$38,110	40
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$54,230	$41,800	$50,000	$58,911	$68,046	48
401.10 Dir Annual Giving	$31,125	$25,700	$30,000	$32,760	$36,500	28
401.20 Dir Corp/Fndtn Rel	$32,495	$27,900	$31,200	$34,980	$38,122	16
401.30 Crord Res Dev	$32,683	$25,500	$30,365	$35,000	$48,730	6
401.40 Dir Estate Pln	$37,000	$29,000	$30,503	$41,000	$44,900	7
402.00 Chf Public Rel Off	$36,550	$30,000	$35,268	$40,000	$50,900	33
403.00 Chf Dev/Pub Rel Off	$57,350	$45,500	$55,457	$62,900	$71,148	13
404.00 Dir Alumni Affairs	$29,045	$24,000	$27,891	$32,973	$36,400	46
405.00 Dir Dev/Alumni Aff	$46,568	$33,600	$45,000	$47,500	$52,395	13
406.00 Dir Spec/Defer Gifts	$38,700	$29,470	$36,600	$38,850	$41,650	5
407.00 Dir Church Relations	$30,900	$22,710	$29,360	$31,386	$47,761	5
408.00 Dir Community Serv	$41,361	$20,000	$38,832	$43,889	$50,000	4
409.00 Dir Publications	$32,550	$23,760	$31,248	$33,300	$39,090	19
409.10 Assc Dir Publicatns	$21,621	$20,579	$21,400	$23,874	$26,246	7
409.20 Mgr Printing Srv	$22,455	$20,670	$20,949	$26,303	$30,287	16
410.00 Dir Info Office	$28,393	$23,920	$27,000	$31,574	$36,400	24
411.00 Dir News Bureau	$25,585	$23,500	$24,672	$26,497	$30,900	6
STUDENT SERVICES						
501.00 Chf Student Aff Off	$50,787	$40,561	$48,900	$52,500	$61,500	53
501.50 Dean of Students	$40,900	$32,000	$39,000	$44,000	$48,000	26
502.00 Chief Admissions Off	$41,100	$33,373	$38,050	$42,623	$50,175	55
502.10 Assc Dir Admissions	$26,508	$22,260	$25,524	$27,825	$31,500	37
502.20 Admissions Counselor	$19,928	$18,500	$19,450	$20,045	$22,500	41
502.30 Academic Advisor	$24,285	$20,100	$22,756	$25,600	$29,124	16
503.00 Dir Adm & Registrar	$45,375	$39,000	$43,000	$47,750	$52,272	8
504.00 Registrar	$35,496	$29,300	$32,550	$36,400	$41,657	57
504.10 Assc Registrar	$25,200	$20,904	$23,600	$28,300	$30,483	16
504.20 Asst Registrar	$23,248	$18,082	$22,225	$24,850	$26,780	20
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$33,163	$27,800	$30,900	$35,280	$39,264	66
506.10 Assc Dir Std Fin Aid	$24,960	$21,000	$23,881	$26,000	$27,000	29
507.00 Dir Food Services	$29,344	$24,015	$28,487	$34,373	$38,743	15
507.10 Assc Dir Food Serv	$25,135	$22,720	$24,150	$26,120	$31,200	4
508.00 Dir Residence Halls	$27,000	$20,000	$25,600	$28,456	$34,650	33
508.10 Assc Dir Std Housing	$26,700	$19,294	$25,000	$27,500	$32,000	9
508.20 Housing Off/Adm Opr	$28,500	$26,155	$28,250	$29,368	$33,618	5
508.30 Housing Off/Res Life	$20,488	$15,500	$18,900	$22,050	$23,808	16
509.00 Dir Union/Std Act	$26,308	$20,633	$23,808	$28,186	$33,188	10
510.00 Dir Foreign Students	$26,629	$21,000	$25,500	$27,325	$32,918	14
511.00 Dir Student Union	$32,960	$24,515	$31,995	$33,330	$38,474	5
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$27,000	$21,950	$25,000	$28,650	$33,089	27
513.00 Dir Career Dev-Plcmt	$31,000	$25,000	$29,435	$32,982	$38,220	51
514.00 Dir Std Counseling	$32,000	$26,000	$28,000	$34,500	$36,650	38
514.10 Assc Dir Std Cnslg	$25,116	$23,972	$25,000	$26,361	$30,000	7
515.00 Dir Std Hlth-Physicn	$65,712	$35,547	$54,053	$65,856	$70,500	5
516.00 Dir Std Hlth-Nurse	$25,000	$19,000	$23,124	$26,633	$29,450	33
517.00 Dir Campus Ministries	$26,250	$21,310	$25,515	$28,095	$29,604	27
518.00 Dir Athletics	$39,364	$30,700	$36,900	$42,420	$50,000	49
519.00 Dir Sports Info	$23,029	$19,110	$22,200	$24,550	$25,650	19
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	$28,500	$23,450	$27,450	$29,950	$33,200	5
522.00 Dir Campus Rec	$25,400	$21,454	$24,441	$25,998	$31,201	15
523.00 Chief Enrollment Mgmt	$48,000	$35,000	$47,004	$51,200	$65,520	9
524.00 Dir Minority Affairs	$27,685	$24,242	$25,658	$31,690	$35,346	10
525.00 Dir Conferences	$22,000	$21,315	$21,800	$27,155	$33,500	11

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $22.6 - $39.6 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$99,225	$89,406	$99,018	$104,113	$117,000	5
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$100,000	$93,550	$97,500	$107,370	$125,000	68
102.10 Asst to Ceo/Single	$48,876	$40,182	$45,660	$51,343	$60,795	35
103.00 Exec Vice Pres	$68,000	$67,036	$67,200	$84,340	$97,548	7
ACADEMIC						
201.00 Chief Acad Off	$81,820	$74,315	$79,750	$84,482	$91,127	70
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$54,282	$46,446	$53,000	$56,457	$60,495	64
203.10 Circulatn Librarian	$30,401	$25,629	$28,067	$32,800	$35,249	39
203.20 Acquistns Librarian	$32,260	$26,500	$30,055	$34,716	$43,026	35
203.30 Tech Serv Librarian	$33,800	$28,000	$30,695	$35,904	$40,737	47
203.40 Public Serv Librarian	$35,304	$27,713	$33,720	$36,014	$42,583	30
203.50 Reference Librarian	$30,000	$26,451	$29,138	$32,348	$35,855	55
204.00 Dir Instit Research	$46,489	$38,760	$43,122	$50,069	$56,538	36
204.10 Assc Dir Inst Res	$36,349	$35,700	$36,000	$36,698	$38,576	6
205.00 Dir Educ Media Serv	$34,908	$27,390	$33,549	$37,030	$44,700	36
206.00 Dir Learning Res Ctr	$35,412	$27,440	$31,549	$38,480	$46,305	23
207.00 Dir Internatl Std Ed	$53,900	$36,677	$42,934	$55,140	$56,047	12
208.00 Dir Comp Ctr Opr/Acad	$47,970	$38,000	$46,039	$50,000	$54,340	27
208.10 Assc Dir CC Opr/Acad	$38,962	$27,000	$36,690	$41,234	$46,780	8
209.00 Admn Grants-Contract	$38,916	$30,000	$38,650	$40,555	$60,630	28
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$62,245	$55,090	$61,944	$62,545	$78,000	8
213.00 Dean,Arts & Sciences	$67,210	$61,781	$66,193	$69,933	$72,610	36
214.00 Dean,Business	$73,000	$60,887	$70,700	$76,105	$87,612	51
215.00 Dean,Communications	$55,000	$44,253	$52,562	$55,294	$57,294	5
216.00 Dean,Continuing Ed	$60,206	$53,147	$59,725	$63,933	$68,040	34
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$65,796	$58,084	$63,317	$70,000	$74,455	49
219.00 Dean,Engineering	$72,400	$62,108	$64,000	$73,390	$77,681	12
222.00 Dean,Fine Arts	$65,484	$47,470	$59,946	$66,051	$68,000	13
223.00 Dean,Graduate Program	$60,948	$52,859	$58,823	$63,240	$66,000	36
224.00 Dean,Hlth-Rltd Prof	$69,400	$61,573	$68,800	$70,000	$81,198	8
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$58,580	$50,807	$57,111	$60,000	$67,320	11
228.00 Dean,Law	$103,304	$69,371	$90,000	$116,608	$135,000	4
229.00 Dean,Lib & Inf Sci	$61,150	$59,000	$60,919	$61,381	$61,800	6
230.00 Dean,Mathematics	$56,758	$54,100	$55,065	$58,450	$62,500	6
232.00 Dean,Music	$53,560	$50,000	$52,000	$55,120	$71,468	4
233.00 Dean,Nursing	$66,000	$50,124	$65,000	$67,020	$73,500	18
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	$61,944	$50,450	$58,240	$68,000	$73,836	17
238.00 Dean,Social Sciences	$61,944	$50,350	$56,184	$62,410	$69,510	7
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$66,493	$42,840	$65,000	$67,986	$70,000	4
241.00 Dean,Undergrad Prog	$58,000	$49,613	$58,000	$58,240	$70,042	9
ADMINISTRATIVE						
301.00 Chief Business Off	$77,840	$72,000	$76,480	$80,000	$90,000	58
301.01 Chief Admin Off	$70,981	$63,000	$68,760	$73,200	$82,273	14
301.02 Chief Financial Off	$62,000	$52,500	$58,378	$63,662	$73,120	21
301.10 Dir Env Health-Safety	$35,168	$31,200	$31,300	$39,035	$50,592	6
301.20 Dir Telecommunic	$36,264	$33,500	$35,871	$37,806	$45,326	15
302.00 Chief Planning Off	$55,207	$50,000	$53,875	$56,538	$61,584	8
303.00 Chief Budgeting Off	$51,163	$43,420	$49,955	$53,004	$57,240	31
303.10 Assc Budget Dir	$40,442	$28,500	$35,295	$40,860	$45,000	9
304.00 Chief Plan-Budgt Off	$49,973	$42,800	$47,145	$52,800	$57,021	6
305.00 General Counsel	$58,400	$51,250	$55,450	$58,985	$65,995	5
306.00 Chf Personnel/HR Off	$47,471	$39,915	$44,400	$50,309	$53,535	48
306.10 Assc Dir Pers/HR	$33,319	$27,000	$31,824	$36,746	$44,280	24
306.20 Manager Benefits	$28,675	$22,150	$27,900	$29,120	$33,500	23
306.30 Manager Training-Dev	*	*	*	*	*	3
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$30,161	$24,708	$28,902	$30,926	$34,143	14
306.70 Mgr Wage-Sal/Mgr,Comp	$30,577	$26,436	$30,000	$32,448	$34,320	7
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	3
307.00 Dir AA/EEO	$48,520	$39,500	$45,998	$51,000	$59,750	20
307.10 Assc Dir AA/EEO	$35,050	$28,082	$28,650	$41,449	$41,864	4
308.00 Dir Pers-AA	$44,830	$39,750	$42,600	$46,363	$50,750	17
309.00 Chief Inform Sys Off	$55,383	$49,250	$53,200	$58,275	$63,000	46
309.10 Assc Dir Computer Ctr	$43,277	$37,970	$42,750	$45,000	$48,476	18
309.20 Data Base Admin	$34,476	$29,500	$34,200	$34,752	$38,553	8
309.30 Sys Analyst I-Hi	$35,580	$28,640	$32,419	$39,516	$43,460	27
309.40 Sys Analyst II-Lo	$27,251	$23,662	$25,576	$28,674	$33,785	16
309.50 Prog Analyst I-Hi	$30,000	$25,082	$28,350	$32,750	$35,530	39
309.60 Prog Analyst II-Lo	$27,222	$23,100	$25,506	$27,656	$29,171	31
310.00 Dir Comp Ctr Opr/Ad	$46,221	$37,375	$42,409	$48,593	$57,095	30
310.10 Assc Dir Comp Ctr	$40,000	$36,720	$37,100	$43,224	$46,406	11
312.00 Chf Phys Plnt/Fac	$51,700	$44,860	$50,000	$53,188	$58,228	67
312.10 Assc Dir Phys Plnt	$35,584	$31,764	$34,786	$38,642	$42,400	28
312.20 Mgr Landscape/Grnds	$29,662	$23,874	$28,419	$30,666	$36,142	40
312.30 Mgr Bldg Mnt Trades	$31,451	$26,344	$29,700	$33,200	$36,699	29
312.40 Mgr Tech Trades	$33,550	$32,310	$32,640	$36,699	$50,748	9
312.50 Mgr Custodial Srv	$29,717	$24,420	$27,216	$30,400	$33,305	42
312.60 Mgr Power Plant	$33,733	$29,735	$30,500	$35,274	$46,368	21
313.00 Comptroller	$50,000	$45,625	$48,252	$53,650	$59,000	47
313.10 Manager Payroll	$28,012	$22,623	$26,600	$29,774	$33,000	36

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $22.6 - $39.6 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
314.00 Dir Accounting	$41,307	$32,784	$38,766	$42,708	$46,000	27
314.10 Staff Accountant-Hi	$29,445	$26,200	$28,825	$31,000	$36,191	44
314.20 Staff Accountant-Lo	$24,564	$20,503	$24,024	$25,445	$31,000	28
315.00 Bursar	$33,813	$30,273	$33,270	$35,368	$39,700	34
315.10 Assc Bursar	$27,420	$23,837	$26,406	$28,470	$30,057	9
316.00 Dir Purchasing	$35,050	$28,000	$33,440	$37,034	$41,846	51
316.10 Assc Dir Purchasing	$26,573	$25,900	$26,316	$27,457	$34,486	14
317.00 Dir Bookstore	$33,200	$27,600	$32,630	$34,633	$38,508	31
317.10 Assc Dir Bookstore	$21,944	$18,500	$21,851	$22,767	$28,352	12
318.00 Dir Internal Audit	$35,000	$29,964	$31,914	$37,000	$39,760	17
319.00 Dir Aux Services	$48,277	$35,694	$45,300	$50,477	$54,804	28
319.10 Mgr Mail Services	$20,119	$17,376	$19,470	$22,000	$25,800	24
320.00 Dir Campus Security	$36,264	$30,048	$35,000	$38,331	$46,625	65
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$70,284	$53,000	$64,236	$72,100	$84,240	49
401.10 Dir Annual Giving	$35,223	$27,500	$31,575	$36,750	$42,100	30
401.20 Dir Corp/Fndtn Rel	$39,225	$31,500	$37,208	$41,467	$46,652	26
401.30 Coord Res Dev	$27,651	$23,940	$27,375	$28,917	$35,076	14
401.40 Dir Estate Pln	$47,073	$36,000	$46,895	$47,250	$62,210	8
402.00 Chf Public Rel Off	$43,150	$35,913	$42,199	$46,125	$55,877	35
402.10 Dir Gov/Leg Rel	$57,280	$47,250	$56,160	$58,400	$63,784	4
403.00 Chf Dev/Pub Rel Off	$66,000	$57,818	$63,271	$70,888	$75,700	17
404.00 Dir Alumni Affairs	$36,119	$29,505	$33,157	$38,385	$45,384	60
405.00 Dir Dev/Alumni Aff	$47,300	$41,145	$45,000	$50,865	$55,591	11
406.00 Dir Spec/Defer Gifts	$35,313	$30,000	$33,125	$37,500	$46,606	8
407.00 Dir Church Relations	$32,010	$28,950	$30,555	$34,005	$45,288	5
408.00 Dir Community Serv	$26,809	$24,835	$26,570	$27,048	$33,200	8
409.00 Dir Publications	$35,219	$29,013	$31,950	$37,500	$40,246	29
409.10 Assc Dir Publicatns	$28,663	$25,752	$27,944	$29,166	$33,485	10
409.20 Mgr Printing Srv	$28,453	$24,300	$26,481	$31,720	$34,335	32
410.00 Dir Info Office	$36,828	$31,600	$35,102	$37,800	$41,200	27
411.00 Dir News Bureau	$27,403	$21,901	$25,760	$28,978	$32,749	20
STUDENT SERVICES						
501.00 Chf Student Aff Off	$64,950	$58,032	$62,964	$67,100	$76,500	61
501.50 Dean of Students	$49,945	$39,146	$44,765	$51,997	$60,000	25
502.00 Chief Admissions Off	$52,197	$41,028	$49,145	$53,800	$63,932	55
502.10 Assc Dir Admissions	$31,910	$28,000	$30,740	$33,961	$36,700	46
502.20 Admissions Counselor	$22,600	$20,000	$21,804	$23,661	$28,629	55
502.30 Academic Advisor	$26,939	$21,528	$24,908	$27,239	$35,700	24
503.00 Dir Adm & Registrar	$49,059	$43,788	$45,000	$53,117	$61,236	6
504.00 Registrar	$44,000	$38,740	$42,058	$46,251	$50,000	69
504.10 Assc Registrar	$32,742	$26,997	$31,382	$33,746	$35,575	24
504.20 Asst Registrar	$26,000	$22,325	$23,990	$26,800	$30,000	37
505.00 Dir Adm/Fin Aid	$58,008	$47,191	$56,662	$60,575	$65,000	7
506.00 Dir Student Fin Aid	$41,056	$36,422	$39,540	$43,575	$49,461	72
506.10 Assc Dir Std Fin Aid	$28,941	$24,960	$26,655	$29,827	$33,825	53
507.00 Dir Food Services	$38,550	$36,264	$38,052	$38,948	$46,746	13
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Residence Halls	$36,590	$30,045	$35,421	$37,630	$44,260	50
508.10 Assc Dir Std Housing	$30,933	$23,860	$28,500	$32,000	$36,880	18
508.20 Housing Off/Adm Opr	$27,903	$24,468	$26,000	$28,558	$33,561	12
508.30 Housing Off/Res Life	$26,180	$22,328	$23,505	$29,118	$31,400	22
509.00 Dir Union/Std Act	$39,694	$29,908	$33,180	$41,666	$51,072	12
510.00 Dir Foreign Students	$32,716	$25,000	$30,000	$35,392	$40,000	28
511.00 Dir Student Union	$40,000	$31,900	$39,192	$40,157	$47,412	19
511.10 Assc Dir Std Union	$31,000	$22,000	$29,000	$31,364	$38,276	9
512.00 Dir Std Activities	$31,104	$24,500	$28,497	$32,644	$35,018	51
513.00 Dir Career Dev-Plcmt	$37,786	$31,000	$36,000	$40,050	$44,718	66
514.00 Dir Std Counseling	$40,631	$35,000	$39,249	$42,557	$47,640	58
514.10 Assc Dir Std Cnslg	$31,250	$27,000	$30,375	$32,400	$40,322	14
515.00 Dir Std Hlth-Physicn	$71,434	$45,500	$68,466	$74,700	$82,536	14
516.00 Dir Std Hlth-Nurse	$32,011	$25,709	$30,216	$33,265	$37,440	49
517.00 Dir Campus Ministries	$35,187	$27,810	$33,496	$36,700	$48,300	21
518.00 Dir Athletics	$53,083	$46,991	$49,718	$55,200	$60,000	62
519.00 Dir Sports Info	$26,880	$23,500	$25,690	$27,800	$31,587	47
520.00 Dir Athletics/Men	$51,641	$41,600	$46,000	$57,282	$60,000	4
521.00 Dir Athletics/Women	$35,745	$30,509	$33,045	$37,900	$44,060	10
522.00 Dir Campus Rec	$29,260	$23,000	$25,000	$32,000	$35,995	37
523.00 Chief Enrollment Mgmt	$56,526	$50,199	$55,640	$57,171	$65,000	18
524.00 Dir Minority Affairs	$30,000	$26,000	$28,300	$31,000	$37,488	23
525.00 Dir Conferences	$27,684	$25,200	$26,839	$33,150	$41,967	17

*3 cases or less

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $39.6 - $64.9 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	1
102.00 Ceo / Single Inst	$102,000	$93,000	$99,225	$107,415	$121,900	72
102.10 Asst to Ceo/Single	$54,000	$40,000	$51,306	$55,000	$64,043	43
103.00 Exec Vice Pres	$82,620	$70,000	$77,434	$87,365	$95,000	11
ACADEMIC						
201.00 Chief Acad Off	$87,210	$78,655	$84,803	$89,150	$93,756	70
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$59,926	$50,000	$57,959	$61,320	$67,750	69
203.10 Circulatn Librarian	$29,915	$23,845	$27,526	$31,337	$34,132	46
203.20 Acquistns Librarian	$31,371	$26,808	$30,069	$34,068	$40,440	45
203.30 Tech Serv Librarian	$38,214	$31,883	$36,890	$40,859	$47,784	56
203.40 Public Serv Librarian	$37,177	$30,694	$35,450	$39,173	$47,772	40
203.50 Reference Librarian	$33,193	$27,625	$30,750	$33,789	$40,364	54
204.00 Dir Instit Research	$48,600	$39,600	$45,278	$51,400	$58,071	39
204.10 Assc Dir Inst Res	$34,167	$30,882	$32,700	$36,750	$38,736	12
205.00 Dir Educ Media Serv	$37,154	$30,870	$33,100	$42,011	$53,203	40
206.00 Dir Learning Res Ctr	$42,218	$31,677	$40,340	$46,896	$55,940	20
207.00 Dir Internatl Std Ed	$42,820	$33,025	$39,391	$46,900	$49,316	23
208.00 Dir Comp Ctr Opr/Acad	$48,476	$41,325	$46,900	$52,846	$58,970	34
208.10 Assc Dir CC Opr/Acad	$40,917	$35,004	$40,380	$42,780	$51,135	13
209.00 Admn Grants-Contract	$44,467	$33,048	$38,910	$48,793	$54,000	42
211.00 Dean,Agriculture	$69,028	$54,700	$68,056	$70,000	$75,250	4
212.00 Dean,Arts & Letters	$69,400	$56,863	$68,666	$73,638	$78,025	13
213.00 Dean,Arts & Sciences	$75,218	$66,400	$73,236	$76,152	$81,700	48
214.00 Dean,Business	$79,452	$71,039	$76,960	$81,400	$90,846	59
215.00 Dean,Communications	*	*	*	*	*	1
216.00 Dean,Continuing Ed	$55,417	$49,750	$53,304	$59,025	$66,961	30
218.00 Dean,Education	$71,543	$64,230	$69,172	$73,620	$76,800	46
219.00 Dean,Engineering	$82,939	$71,867	$79,285	$84,362	$91,000	14
221.00 Dean,Extension	$62,776	$37,068	$56,006	$63,888	$72,572	5
222.00 Dean,Fine Arts	$72,041	$64,692	$69,427	$72,377	$74,300	15
223.00 Dean,Graduate Program	$66,400	$57,500	$64,000	$68,400	$73,500	40
224.00 Dean,Hlth-Rltd Prof	$68,994	$63,544	$67,028	$70,584	$72,800	18
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$67,000	$41,000	$65,000	$68,403	$69,000	7
228.00 Dean,Law	$120,100	$115,000	$118,200	$122,000	$125,000	6
229.00 Dean,Lib & Inf Sci	$68,688	$65,679	$67,769	$69,607	$75,084	4
230.00 Dean,Mathematics	$51,093	$33,372	$50,586	$51,600	$77,163	4
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$66,000	$58,982	$63,518	$68,119	$74,455	15
234.00 Dean,Occ Std/Voc Ed	$72,863	$70,500	$72,682	$73,044	$77,338	6
237.00 Dean,Sciences	$67,073	$62,051	$65,000	$71,504	$82,238	14
238.00 Dean,Social Sciences	$72,720	$59,300	$72,000	$73,439	$80,020	6
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$70,118	$56,112	$68,573	$71,662	$72,643	6
241.00 Dean,Undergrad Prog	$65,251	$56,531	$64,000	$66,502	$69,500	4
ADMINISTRATIVE						
301.00 Chief Business Off	$82,069	$73,828	$79,000	$83,868	$93,000	56
301.01 Chief Admin Off	$71,200	$62,798	$69,139	$72,604	$81,041	23
301.02 Chief Financial Off	$67,476	$53,774	$61,050	$70,609	$82,430	30
301.10 Dir Env Health-Safety	$37,201	$32,760	$36,000	$40,081	$42,292	12
301.20 Dir Telecommunic	$42,993	$33,373	$40,487	$44,090	$48,600	30
302.00 Chief Planning Off	$62,500	$49,698	$62,448	$64,000	$73,128	13
303.00 Chief Budgeting Off	$49,697	$41,346	$45,856	$51,970	$58,096	35
303.10 Assc Budget Dir	$33,505	$24,000	$28,000	$34,400	$46,632	13
304.00 Chief Plan-Budgt Off	$57,667	$48,346	$55,611	$59,722	$60,700	6
305.00 General Counsel	$55,900	$45,713	$51,028	$57,672	$63,500	12
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$49,757	$41,250	$48,622	$51,500	$55,650	64
306.10 Assc Dir Pers/HR	$36,297	$30,452	$34,530	$37,524	$40,500	24
306.20 Manager Benefits	$28,154	$25,150	$27,452	$30,630	$35,608	40
306.30 Manager Training-Dev	$34,300	$26,566	$30,975	$34,685	$37,095	5
306.40 Manager Empl Relatns	$30,297	$22,581	$28,793	$31,800	$51,590	4
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$30,276	$25,337	$29,568	$31,476	$33,360	21
306.70 Mgr Wage-Sal/Mgr,Comp	$30,245	$27,504	$28,000	$32,026	$32,196	12
306.80 Mgr Personnel Inf Sys	$25,013	$19,814	$24,096	$26,884	$30,105	9
307.00 Dir AA/EEO	$39,326	$34,400	$38,006	$40,800	$45,625	33
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$48,525	$37,872	$44,492	$48,921	$55,730	7
309.00 Chief Inform Sys Off	$62,744	$55,732	$60,628	$64,883	$70,000	56
309.10 Assc Dir Computer Ctr	$48,356	$42,048	$46,700	$51,456	$53,034	22
309.20 Data Base Admin	$37,798	$35,700	$37,512	$40,180	$43,644	21
309.30 Sys Analyst I-Hi	$40,167	$30,765	$35,736	$41,953	$45,467	37
309.40 Sys Analyst II-Lo	$31,012	$27,731	$30,371	$32,945	$36,432	21
309.50 Prog Analyst I-Hi	$33,000	$29,150	$31,449	$33,670	$38,004	53
309.60 Prog Analyst II-Lo	$26,288	$22,890	$24,850	$27,569	$29,000	45
310.00 Dir Comp Ctr Opr/Ad	$50,000	$40,929	$46,291	$51,789	$57,763	31
310.10 Assc Dir Comp Ctr	$42,512	$39,336	$41,861	$43,500	$49,172	11
312.00 Chf Phys Plnt/Fac	$57,000	$49,100	$53,500	$59,688	$63,823	73
312.10 Assc Dir Phys Plnt	$43,000	$37,440	$41,895	$43,610	$48,836	39
312.20 Mgr Landscape/Gmds	$30,723	$25,191	$29,589	$31,610	$34,739	43
312.30 Mgr Bldg Mnt Trades	$35,692	$31,500	$33,720	$36,500	$41,000	39
312.40 Mgr Tech Trades	$34,528	$31,476	$33,500	$37,100	$41,056	22
312.50 Mgr Custodial Srv	$32,000	$26,339	$29,859	$33,824	$35,940	51
312.60 Mgr Power Plant	$36,133	$28,800	$33,876	$37,267	$39,552	31
313.00 Comptroller	$53,721	$47,800	$52,159	$56,000	$59,360	51

*3 cases or less

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $39.6 - $64.9 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$30,530	$24,912	$28,800	$31,476	$33,660	46
314.00 Dir Accounting	$40,748	$35,450	$39,764	$41,100	$49,052	38
314.10 Staff Accountant-Hi	$32,500	$26,745	$31,442	$33,420	$37,851	40
314.20 Staff Accountant-Lo	$25,681	$21,372	$24,046	$26,932	$29,925	37
315.00 Bursar	$36,378	$32,435	$34,716	$39,947	$47,700	39
315.10 Assc Bursar	$31,209	$23,575	$26,800	$31,500	$31,956	11
316.00 Dir Purchasing	$38,916	$34,937	$37,230	$42,048	$46,449	58
316.10 Assc Dir Purchasing	$29,256	$26,876	$28,577	$30,105	$34,446	23
317.00 Dir Bookstore	$36,500	$29,200	$35,148	$37,787	$42,100	39
317.10 Assc Dir Bookstore	$24,605	$21,852	$24,200	$26,209	$28,569	13
318.00 Dir Internal Audit	$40,646	$35,378	$39,450	$42,228	$46,762	26
319.00 Dir Aux Services	$49,764	$38,910	$47,920	$52,900	$58,300	28
319.10 Mgr Mail Services	$23,614	$17,649	$22,676	$24,726	$27,070	42
320.00 Dir Campus Security	$38,125	$33,121	$37,000	$42,292	$47,367	71
321.00 Dir Risk Mgt/Ins	$41,821	$30,553	$37,450	$44,150	$45,727	10
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$76,560	$59,500	$70,649	$80,793	$90,500	47
401.10 Dir Annual Giving	$35,794	$30,980	$34,736	$39,450	$46,300	44
401.20 Dir Corp/Fndtn Rel	$46,640	$32,058	$40,800	$50,164	$54,060	31
401.30 Coord Res Dev	$28,875	$20,900	$27,595	$30,879	$35,500	19
401.40 Dir Estate Pln	$44,980	$35,123	$44,250	$48,150	$55,000	14
402.00 Chf Public Rel Off	$46,920	$38,000	$43,085	$49,100	$55,440	42
402.10 Dir Gov/Leg Rel	$70,000	$50,000	$63,000	$70,195	$71,003	7
403.00 Chf Dev/Pub Rel Off	$74,087	$55,200	$69,000	$78,264	$83,640	22
404.00 Dir Alumni Affairs	$40,059	$34,000	$38,546	$41,345	$45,466	64
405.00 Dir Dev/Alumni Aff	$45,000	$36,750	$42,800	$53,495	$55,055	7
406.00 Dir Spec/Defer Gifts	$55,400	$51,700	$54,000	$56,669	$60,200	13
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$45,265	$28,644	$45,000	$59,555	$74,100	7
409.00 Dir Publications	$34,850	$28,050	$32,940	$38,955	$43,115	41
409.10 Assc Dir Publicatns	$26,877	$23,100	$25,908	$28,350	$34,500	16
409.20 Mgr Printing Srv	$29,710	$27,025	$29,126	$30,885	$33,937	41
410.00 Dir Info Office	$43,333	$37,541	$40,226	$45,477	$50,400	30
411.00 Dir News Bureau	$32,004	$24,464	$29,051	$35,618	$39,161	25
STUDENT SERVICES						
501.00 Chf Student Aff Off	$74,072	$63,510	$69,902	$76,476	$83,360	70
501.50 Dean of Students	$50,000	$43,350	$48,055	$53,343	$61,188	35
502.00 Chief Admissions Off	$50,889	$40,656	$49,596	$54,339	$58,425	63
502.10 Assc Dir Admissions	$35,430	$28,905	$33,000	$37,100	$42,181	58
502.20 Admissions Counselor	$23,309	$19,581	$22,054	$25,200	$28,009	52
502.30 Academic Advisor	$31,091	$25,280	$28,668	$35,532	$44,000	26
503.00 Dir Adm & Registrar	$55,862	$51,230	$54,931	$56,107	$58,832	3
504.00 Registrar	$47,250	$39,350	$44,942	$49,352	$52,789	63
504.10 Assc Registrar	$32,647	$28,274	$31,000	$34,604	$40,980	36
504.20 Asst Registrar	$29,270	$23,502	$27,850	$31,058	$37,041	35
505.00 Dir Adm/Fin Aid	$60,314	$48,600	$58,300	$62,328	$70,477	8
506.00 Dir Student Fin Aid	$45,481	$39,502	$43,845	$47,505	$53,260	70
506.10 Assc Dir Std Fin Aid	$30,739	$26,470	$29,700	$33,978	$36,401	56
507.00 Dir Food Services	$41,973	$39,074	$41,305	$45,688	$49,080	24
507.10 Assc Dir Food Serv	$33,593	$27,800	$32,904	$35,220	$40,464	11
508.00 Dir Residence Halls	$40,500	$33,408	$37,936	$41,995	$49,798	53
508.10 Assc Dir Std Housing	$30,400	$25,000	$29,050	$32,056	$40,137	28
508.20 Housing Off/Adm Opr	$30,306	$26,350	$29,983	$30,712	$36,250	16
508.30 Housing Off/Res Life	$26,453	$21,750	$26,091	$32,160	$42,427	21
509.00 Dir Union/Std Act	$38,028	$31,737	$37,139	$39,465	$51,517	18
510.00 Dir Foreign Students	$32,596	$25,578	$30,000	$35,537	$40,900	19
511.00 Dir Student Union	$42,582	$34,734	$40,495	$44,901	$49,986	23
511.10 Assc Dir Std Union	$32,272	$26,900	$30,158	$36,130	$45,028	14
512.00 Dir Std Activities	$33,600	$26,740	$30,714	$36,694	$47,203	45
513.00 Dir Career Dev-Plcmt	$40,418	$33,700	$38,894	$41,340	$47,018	66
514.00 Dir Std Counseling	$46,100	$38,700	$44,033	$48,137	$52,253	61
514.10 Assc Dir Std Cnslg	$33,925	$29,711	$29,992	$36,700	$60,823	12
515.00 Dir Std Hlth-Physicn	$71,100	$65,267	$70,000	$74,859	$83,105	16
516.00 Dir Std Hlth-Nurse	$33,763	$27,075	$31,474	$37,875	$41,811	44
517.00 Dir Campus Ministries	$40,000	$31,621	$38,585	$40,160	$44,250	20
518.00 Dir Athletics	$58,080	$48,000	$56,232	$61,000	$68,600	64
519.00 Dir Sports Info	$29,316	$24,000	$27,315	$31,030	$34,409	63
520.00 Dir Athletics/Men	$53,013	$43,153	$53,000	$53,026	$59,637	8
521.00 Dir Athletics/Women	$38,732	$32,201	$37,756	$40,661	$47,710	18
522.00 Dir Campus Rec	$32,057	$26,325	$30,900	$35,219	$39,942	52
523.00 Chief Enrollment Mgmt	$62,302	$49,751	$60,012	$65,700	$76,800	14
524.00 Dir Minority Affairs	$33,618	$29,996	$32,495	$35,603	$44,234	36
525.00 Dir Conferences	$34,755	$24,324	$32,000	$35,728	$42,000	23

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $64.9 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$131,495	$112,500	$129,089	$133,900	$145,000	6
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$116,089	$100,008	$111,941	$122,292	$150,000	64
102.10 Asst to Ceo/Single	$58,310	$40,934	$54,000	$60,200	$70,800	39
103.00 Exec Vice Prv	$84,432	$70,720	$83,714	$92,448	$110,000	9
ACADEMIC						
201.00 Chief Acad Off	$102,942	$88,944	$96,800	$106,000	$114,400	70
202.00 Chf Hlth Prof Off	$113,278	$78,800	$100,476	$126,080	$160,500	6
203.00 Dir Library Serv	$65,000	$60,344	$63,347	$68,851	$76,884	65
203.10 Circulatn Librarian	$33,599	$27,604	$32,088	$36,910	$40,706	42
203.20 Acquistns Librarian	$39,130	$33,316	$37,428	$40,800	$46,300	46
203.30 Tech Serv Librarian	$42,606	$36,560	$39,200	$43,500	$47,611	41
203.40 Public Serv Librarian	$42,866	$36,646	$40,963	$44,431	$49,598	30
203.50 Reference Librarian	$36,850	$31,366	$35,180	$38,000	$43,460	49
204.00 Dir Instit Research	$51,845	$45,624	$50,124	$57,000	$64,920	49
204.10 Assc Dir Inst Res	$38,218	$34,578	$37,369	$41,714	$42,700	17
205.00 Dir Educ Media Serv	$45,088	$36,718	$39,461	$47,678	$51,965	40
206.00 Dir Learning Res Ctr	$43,227	$32,444	$38,324	$45,044	$59,000	24
207.00 Dir Internatl Std Ed	$49,800	$40,000	$47,038	$55,000	$63,178	27
208.00 Dir Comp Ctr Opr/Acad	$55,000	$43,908	$51,520	$59,313	$63,273	31
208.10 Assc Dir CC Opr/Acad	$46,820	$41,000	$45,492	$49,949	$60,433	17
209.00 Admn Grants-Contract	$54,210	$40,980	$47,500	$56,861	$63,600	56
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$93,984	$76,650	$88,392	$94,992	$96,528	5
212.00 Dean,Arts & Letters	$78,552	$71,616	$73,825	$83,074	$91,936	17
213.00 Dean,Arts & Sciences	$83,000	$73,000	$77,834	$88,000	$92,750	39
214.00 Dean,Business	$88,315	$77,285	$87,300	$93,000	$104,000	63
215.00 Dean,Communications	$67,575	$63,480	$66,500	$68,650	$85,750	4
216.00 Dean,Continuing Ed	$66,984	$57,324	$62,984	$69,600	$72,100	36
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$78,454	$70,812	$76,194	$80,000	$89,425	48
219.00 Dean,Engineering	$96,600	$85,986	$94,000	$97,440	$108,116	33
221.00 Dean,Extension	$70,634	$60,386	$61,267	$80,000	$83,059	6
222.00 Dean,Fine Arts	$77,475	$73,808	$77,209	$79,820	$92,337	15
223.00 Dean,Graduate Program	$73,452	$65,000	$71,796	$76,823	$87,872	45
224.00 Dean,Hlth-Rltd Prof	$82,474	$74,000	$78,463	$84,105	$88,275	22
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$73,838	$66,972	$73,097	$74,578	$85,000	8
228.00 Dean,Law	$124,965	$108,325	$120,000	$133,560	$150,000	21
229.00 Dean,Lib & Inf Sci	$81,685	$61,211	$71,553	$82,843	$84,018	5
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	$171,144	$160,912	$169,000	$173,287	$177,000	4
232.00 Dean,Music	$74,202	$70,620	$71,600	$76,804	$84,000	6
233.00 Dean,Nursing	$80,245	$68,610	$77,462	$81,825	$87,300	20
234.00 Dean,Occ Std/Voc Ed	$71,308	$65,504	$70,700	$73,935	$76,076	14
235.00 Dean,Pharmacy	$88,503	$62,608	$87,006	$90,000	$92,748	8
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$82,159	$72,120	$81,594	$84,249	$94,000	21
238.00 Dean,Social Sciences	$78,553	$70,325	$77,491	$80,989	$85,000	11
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$68,000	$64,956	$66,050	$71,633	$87,700	9
ADMINISTRATIVE						
301.00 Chief Business Off	$94,122	$80,000	$87,400	$98,763	$104,496	60
301.01 Chief Admin Off	$86,998	$77,806	$85,000	$88,000	$94,940	16
301.02 Chief Financial Off	$76,467	$61,412	$68,664	$78,000	$89,225	36
301.10 Dir Env Health-Safety	$42,606	$38,280	$40,000	$45,000	$51,264	31
301.20 Dir Telecommunic	$45,665	$39,000	$43,275	$47,661	$58,500	48
302.00 Chief Planning Off	$68,388	$48,500	$65,000	$71,052	$89,175	18
303.00 Chief Budgeting Off	$57,500	$47,377	$53,200	$58,600	$64,500	41
303.10 Assc Budget Dir	$44,200	$35,186	$40,356	$45,000	$54,750	23
304.00 Chief Plan-Budgt Off	$75,968	$59,400	$73,548	$77,414	$90,977	12
305.00 General Counsel	$70,212	$61,000	$64,833	$74,094	$84,000	24
305.10 Staff Attorneys	$48,300	$34,500	$46,841	$51,145	$53,500	7
306.00 Chf Personnel/HR Off	$60,000	$53,024	$56,000	$62,000	$70,500	71
306.10 Assc Dir Pers/HR	$43,678	$36,000	$41,130	$44,724	$50,958	36
306.20 Manager Benefits	$34,000	$28,508	$30,821	$35,977	$38,500	51
306.30 Manager Training-Dev	$32,669	$27,270	$30,532	$38,000	$45,915	24
306.40 Manager Empl Relatns	$42,032	$35,977	$40,436	$45,500	$51,544	9
306.50 Manager Labor Rel	$49,837	$44,050	$45,949	$53,724	$57,982	6
306.60 Manager Employment	$30,160	$24,200	$29,200	$32,910	$37,483	33
306.70 Mgr Wage-Sal/Mgr,Comp	$34,899	$31,188	$34,335	$38,287	$43,853	25
306.80 Mgr Personnel Inf Sys	$33,718	$29,115	$32,932	$34,942	$40,039	15
307.00 Dir AA/EEO	$50,128	$40,700	$46,850	$51,538	$59,752	43
307.10 Assc Dir AA/EEO	$36,500	$29,974	$33,000	$40,000	$44,544	6
308.00 Dir Pers-AA	*	*	*	*	*	3
309.00 Chief Inform Sys Off	$69,450	$60,000	$66,500	$73,500	$81,620	49
309.10 Assc Dir Computer Ctr	$53,759	$45,400	$47,345	$58,800	$68,808	19
309.20 Data Base Admin	$45,000	$37,916	$44,041	$46,000	$54,517	21
309.30 Sys Analyst I-Hi	$40,500	$35,827	$39,000	$44,203	$49,375	43
309.40 Sys Analyst II-Lo	$34,724	$27,820	$32,200	$36,215	$38,948	34
309.50 Prog Analyst I-Hi	$33,492	$29,132	$32,175	$36,090	$42,971	54
309.60 Prog Analyst II-Lo	$27,774	$24,103	$26,689	$28,350	$33,250	42
310.00 Dir Comp Ctr Opr/Ad	$57,680	$48,312	$52,700	$58,776	$66,150	37
310.10 Assc Dir Comp Ctr	$46,854	$44,364	$45,500	$50,368	$53,631	16
312.00 Chf Phys Plnt/Fac	$63,992	$55,000	$61,732	$65,148	$73,700	69
312.10 Assc Dir Phys Plnt	$50,632	$42,568	$48,384	$52,217	$58,031	40
312.20 Mgr Landscape/Grnds	$36,008	$30,381	$35,501	$37,554	$41,753	50

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $64.9 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$38,657	$34,279	$37,626	$40,300	$48,000	39
312.40 Mgr Tech Trades	$39,991	$36,381	$38,870	$40,964	$43,320	16
312.50 Mgr Custodial Srv	$35,360	$29,073	$33,697	$36,961	$42,384	51
312.60 Mgr Power Plant	$38,100	$33,481	$37,615	$39,450	$46,200	31
313.00 Comptroller	$60,399	$53,250	$57,084	$64,000	$73,212	47
313.10 Manager Payroll	$32,400	$27,500	$30,561	$35,781	$43,767	59
314.00 Dir Accounting	$45,565	$40,000	$43,000	$46,605	$52,390	52
314.10 Staff Accountant-Hi	$32,247	$27,250	$30,493	$33,795	$40,595	49
314.20 Staff Accountant-Lo	$27,172	$21,786	$25,550	$29,300	$31,107	44
315.00 Bursar	$38,850	$31,476	$36,630	$42,499	$49,693	43
315.10 Assc Bursar	$34,118	$30,730	$32,796	$36,500	$44,965	9
316.00 Dir Purchasing	$43,824	$37,690	$42,565	$48,137	$53,992	61
316.10 Assc Dir Purchasing	$40,251	$28,080	$38,312	$41,600	$44,460	26
317.00 Dir Bookstore	$43,150	$36,729	$41,597	$45,472	$49,502	40
317.10 Assc Dir Bookstore	$31,830	$26,460	$29,413	$32,200	$35,260	16
318.00 Dir Internal Audit	$45,153	$37,500	$43,316	$49,196	$55,620	42
319.00 Dir Aux Services	$54,003	$47,288	$52,938	$56,077	$66,003	31
319.10 Mgr Mail Services	$27,777	$23,215	$24,900	$29,281	$32,156	46
320.00 Dir Campus Security	$47,940	$41,000	$45,000	$50,968	$56,168	64
321.00 Dir Risk Mgt/Ins	$47,433	$40,213	$45,959	$47,500	$63,189	13
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$80,375	$63,502	$77,230	$85,700	$105,496	44
401.10 Dir Annual Giving	$40,570	$33,207	$37,200	$45,001	$54,573	39
401.20 Dir Corp/Fndtn Rel	$47,409	$41,804	$46,800	$50,100	$57,680	27
401.30 Coord Res Dev	$30,634	$22,446	$30,090	$34,500	$44,720	18
401.40 Dir Estate Pln	$57,416	$50,500	$54,378	$61,740	$65,000	16
402.00 Chf Public Rel Off	$55,035	$47,253	$52,485	$63,702	$69,713	40
402.10 Dir Gov/Leg Rel	$61,125	$51,204	$60,000	$62,438	$74,081	18
403.00 Chf Dev/Pub Rel Off	$83,540	$77,243	$80,958	$89,153	$98,742	20
404.00 Dir Alumni Affairs	$43,120	$35,920	$41,172	$44,647	$51,920	59
405.00 Dir Dev/Alumni Aff	$53,280	$43,132	$53,000	$53,560	$68,500	8
406.00 Dir Spec/Defer Gifts	$56,000	$40,300	$46,750	$56,468	$62,000	5
407.00 Dir Church Relations	$57,128	$30,500	$54,999	$59,256	$60,500	4
408.00 Dir Community Serv	$45,200	$41,750	$43,729	$49,776	$50,292	7
409.00 Dir Publications	$39,563	$32,954	$38,271	$42,995	$50,907	40
409.10 Assc Dir Publicatns	$35,872	$28,200	$30,961	$38,434	$43,022	19
409.20 Mgr Printing Srv	$34,882	$30,278	$33,641	$37,750	$41,182	45
410.00 Dir Info Office	$49,299	$37,044	$43,056	$52,237	$57,170	22
411.00 Dir News Bureau	$35,936	$27,868	$33,772	$38,000	$42,200	34
STUDENT SERVICES						
501.00 Chf Student Aff Off	$80,281	$72,000	$77,052	$85,120	$95,000	66
501.50 Dean of Students	$55,614	$50,551	$52,500	$57,512	$66,668	26
502.00 Chief Admissions Off	$55,640	$47,990	$52,139	$58,320	$64,500	57
502.10 Assc Dir Admissions	$38,031	$32,568	$36,658	$40,311	$44,730	53
502.20 Admissions Counselor	$23,964	$19,952	$22,648	$24,731	$28,600	49
502.30 Academic Advisor	$27,448	$21,759	$24,885	$28,384	$32,000	27
503.00 Dir Adm & Registrar	$64,596	$48,264	$55,284	$67,500	$83,511	9
504.00 Registrar	$51,080	$45,614	$49,000	$53,150	$57,544	63
504.10 Assc Registrar	$38,270	$32,719	$36,750	$40,044	$43,576	42
504.20 Asst Registrar	$30,479	$27,000	$28,930	$30,600	$33,524	31
505.00 Dir Adm/Fin Aid	$68,630	$61,779	$67,600	$69,660	$70,000	6
506.00 Dir Student Fin Aid	$49,866	$43,230	$48,422	$51,464	$57,596	68
506.10 Assc Dir Std Fin Aid	$34,338	$30,240	$33,410	$35,400	$38,911	46
507.00 Dir Food Services	$49,249	$41,781	$44,533	$52,974	$57,203	20
507.10 Assc Dir Food Serv	$38,058	$28,140	$34,854	$44,529	$46,950	11
508.00 Dir Residence Halls	$44,855	$36,000	$42,400	$46,770	$52,000	53
508.10 Assc Dir Std Housing	$35,101	$30,507	$31,919	$36,671	$[illegible],499	36
508.20 Housing Off/Adm Opr	$32,892	$26,450	$30,051	$33,170	$[illegible],036	17
508.30 Housing Off/Res Life	$32,587	$26,620	$31,078	$33,720	$39,564	28
509.00 Dir Union/Std Act	$45,536	$35,491	$41,479	$47,490	$55,146	20
510.00 Dir Foreign Students	$33,527	$27,330	$32,500	$35,532	$48,000	29
511.00 Dir Student Union	$41,435	$35,000	$39,060	$42,620	$54,236	33
511.10 Assc Dir Std Union	$36,148	$28,626	$34,965	$38,616	$42,529	20
512.00 Dir Std Activities	$39,680	$30,853	$37,516	$42,000	$52,505	44
513.00 Dir Career Dev-Plcmt	$43,867	$37,800	$42,100	$46,125	$52,000	67
514.00 Dir Std Counseling	$50,023	$43,500	$47,700	$52,090	$61,274	58
514.10 Assc Dir Std Cnslg	$36,742	$32,440	$35,000	$41,100	$45,694	17
515.00 Dir Std Hlth-Physicn	$75,000	$60,800	$71,864	$76,000	$92,700	33
516.00 Dir Std Hlth-Nurse	$38,667	$32,538	$35,863	$40,930	$47,378	36
517.00 Dir Campus Ministries	$43,900	$35,030	$41,234	$45,050	$53,635	15
518.00 Dir Athletics	$69,752	$59,949	$66,500	$72,500	$84,150	66
519.00 Dir Sports Info	$31,964	$27,525	$29,400	$34,399	$39,242	64
520.00 Dir Athletics/Men	$52,386	$40,789	$48,343	$52,808	$57,110	5
521.00 Dir Athletics/Women	$46,650	$37,485	$44,330	$49,000	$54,800	14
522.00 Dir Campus Rec	$36,588	$30,561	$34,544	$39,897	$47,166	50
523.00 Chief Enrollment Mgmt	$64,170	$58,459	$62,540	$65,700	$77,220	19
524.00 Dir Minority Affairs	$42,750	$33,100	$41,976	$45,480	$55,000	38
525.00 Dir Conferences	$42,000	$32,100	$38,204	$48,000	$55,886	27

*3 cases or less

TABLE 21
SALARY PERCENTILES
GENE[illegible] ACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8.3 MILLION OR LESS

CUPA 1991-92 ADC[illegible]VEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$72,200	$63,600	$70,750	$73,950	$84,025	11
101.10 Asst to Ceo/System	$35,000	$19,500	$35,000	$35,000	$40,000	4
102.00 Ceo / Single Inst	$70,273	$55,000	$65,520	$75,000	$92,000	92
102.10 Asst to Ceo/Single	$28,577	$20,414	$26,291	$34,426	$44,430	25
103.00 Exec Vice Pres	$47,000	$40,000	$46,745	$52,600	$60,000	21
ACADEMIC						
201.00 Chief Acad Off	$50,000	$37,430	$47,103	$53,780	$60,000	95
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$31,267	$24,250	$28,990	$33,000	$36,138	95
203.10 Circulatn Librarian	$18,278	$14,426	$17,810	$18,768	$22,000	21
203.20 Acquistns Librarian	$21,300	$15,000	$20,000	$23,328	$28,000	16
203.30 Tech Serv Librarian	$22,441	$19,080	$21,720	$24,440	$29,154	37
203.40 Public Serv-Librarian	$24,000	$21,092	$22,486	$25,325	$28,320	15
203.50 Reference Librarian	$23,000	$19,607	$20,416	$23,568	$27,158	25
204.00 Dir Instit Research	$32,624	$24,150	$30,500	$36,118	$45,000	16
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$24,500	$18,031	$23,304	$26,092	$33,483	19
206.00 Dir Learning Res Ctr	$27,675	$20,400	$24,780	$29,817	$35,000	26
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr Opr/Acad	$24,654	$19,200	$22,865	$37,366	$40,639	20
208.10 Assc Dir CC Opr/Acad	$29,040	$24,750	$28,770	$29,662	$32,642	5
209.00 Admn Grants-Contract	$35,880	$23,625	$26,040	$38,717	$42,000	9
211.00 Dean,Agriculture	*	*	*	*	*	1
213.00 Dean,Arts & Sciences	$43,220	$37,757	$42,300	$50,000	$63,240	9
214.00 Dean,Business	$36,030	$28,550	$37,000	$38,400	$47,680	17
215.00 Dean,Communications	$30,800	$25,210	$2[illegible],250	$31,900	$34,500	5
216.00 Dean,Continuing Ed	$37,096	$24,400	$34,000	$37,814	$41,600	24
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$31,533	$28,100	$30,530	$33,630	$42,000	24
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$32,350	$25,000	$26,210	$36,000	$37,757	9
223.00 Dean,Graduate Program	$41,536	$30,000	$40,650	$42,000	$55,093	13
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	2
226.00 Dean,Humanities	$31,500	$26,080	$30,500	$32,778	$42,894	15
227.00 Dean,Instruction	*	*	*	*	*	3
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	$32,175	$27,319	$32,000	$32,350	$38,125	8
232.00 Dean,Music	$31,088	$25,000	$28,175	$34,000	$36,519	8
233.00 Dean,Nursing	$42,396	$31,812	$38,775	$45,000	$49,500	16
237.00 Dean,Sciences	$34,828	$25,746	$31,500	$36,150	$37,790	14
238.00 Dean,Social Sciences	$34,600	$31,249	$33,640	$37,100	$44,600	13
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$29,565	$23,966	$29,130	$30,000	$42,100	5
241.00 Dean,Undergrad Prog	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$47,537	$34,646	$42,750	$52,000	$58,860	81
301.01 Chief Admin Off	$42,500	$31,900	$38,938	$46,900	$58,500	12
301.02 Chief Financial Off	$32,500	$22,902	$31,750	$36,596	$47,125	20
301.10 Dir Env Health-Safety	*	*	*	*	*	1
302.00 Chief Planning Off	*	*	*	*	*	3
303.00 Chief Budgeting Off	$28,678	$22,575	$24,204	$35,386	$39,103	7
303.10 Assc Budget Dir	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$28,035	$21,920	$25,000	$31,680	$37,445	22
306.10 Assc Dir Pers/HR	*	*	*	*	*	3
306.20 Manager Benefits	*	*	*	*	*	2
306.30 Manager Training-Dev	*	*	*	*	*	2
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$26,839	$14,000	$26,337	$27,340	$41,000	4
309.00 Chief Inform Sys Off	$31,912	$24,150	$29,694	$33,500	$35,778	16
309.10 Assc Dir Computer Ctr	$29,103	$14,400	$22,000	$31,400	$32,292	7
309.20 Data Base Admin	$23,500	$22,085	$23,284	$28,255	$38,655	5
309.30 Sys Analyst I-Hi	*	*	*	*	*	3
309.40 Sys Analyst II-Lo	*	*	*	*	*	3
309.50 Prog Analyst I-Hi	*	*	*	*	*	3
309.60 Prog Analyst II-Lo	$20,398	$16,800	$17,000	$23,250	$23,805	7
310.00 Dir Comp Ctr Opr/Ad	$31,125	$24,250	$28,960	$33,000	$37,206	22
310.10 Assc Dir Comp Ctr	$19,500	$13,068	$16,500	$19,750	$27,469	5
312.00 Chf Phys Plnt/Fac	$30,954	$24,204	$29,780	$32,100	$37,953	66
312.10 Assc Dir Phys Plnt	$25,348	$19,760	$23,598	$28,045	$30,952	20
312.20 Mgr Landscape/Grnds	$21,655	$15,300	$20,100	$22,000	$30,000	13
312.30 Mgr Bldg Mnt Trades	$23,575	$20,350	$23,025	$24,102	$31,563	10
312.40 Mgr Tech Trades	$22,152	$19,100	$20,100	$24,204	$38,000	4
312.50 Mgr Custodial Srv	$20,964	$18,600	$20,100	$21,704	$24,204	16
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	$32,000	$25,200	$30,000	$32,890	$37,800	31
313.10 Manager Payroll	$20,100	$16,049	$18,960	$20,900	$24,850	20
314.00 Dir Accounting	$25,000	$20,000	$22,715	$25,900	$27,164	19
314.10 Staff Accountant-Hi	$22,215	$18,000	$21,456	$23,100	$24,440	26
314.20 Staff Accountant-Lo	$16,500	$13,728	$15,900	$18,673	$22,390	15
315.00 Bursar	$21,268	$16,400	$20,285	$21,766	$22,932	14
315.10 Assc Bursar	$14,363	$9,875	$13,500	$15,225	$20,520	4

*3 cases or less

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8.3 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
316.00 Dir Purchasing	$22,250	$16,560	$21,494	$25,704	$30,000	11
316.10 Assc Dir Purchasing	*	*	*	*	*	2
317.00 Dir Bookstore	$20,025	$15,705	$18,175	$21,410	$23,492	55
317.10 Assc Dir Bookstore	$18,510	$14,225	$18,000	$19,020	$21,174	6
319.00 Dir Aux Services	$28,623	$20,026	$24,204	$29,028	$34,100	7
319.10 Mgr Mail Services	$14,300	$11,952	$13,873	$14,649	$16,288	17
320.00 Dir Campus Security	$22,157	$13,200	$17,992	$24,204	$27,968	24
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,000	$37,450	$42,200	$47,000	$56,784	57
401.10 Dir Annual Giving	$28,500	$22,975	$26,939	$30,000	$35,898	25
401.20 Dir Corp/Fndtn Rel	$36,750	$25,000	$36,000	$37,500	$40,049	8
401.30 Coord Res Dev	$25,050	$19,500	$19,700	$25,245	$26,647	7
401.40 Dir Estate Pln	$35,000	$30,000	$34,500	$36,185	$38,708	11
402.00 Chf Public Rel Off	$27,000	$22,500	$26,000	$29,916	$35,500	37
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$41,871	$32,760	$40,000	$42,840	$46,665	11
404.00 Dir Alumni Affairs	$23,521	$19,780	$22,350	$26,129	$28,897	40
405.00 Dir Dev/Alumni Aff	$29,420	$22,900	$28,840	$30,000	$38,610	8
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	3
407.00 Dir Church Relations	$27,646	$21,600	$24,000	$31,291	$36,000	8
408.00 Dir Community Serv	$28,665	$25,317	$28,650	$39,286	$51,660	5
409.00 Dir Publications	$24,989	$20,729	$24,200	$25,000	$26,000	16
409.10 Assc Dir Publicatns	$20,000	$15,080	$20,000	$20,000	$21,000	8
409.20 Mgr Printing Srv	$18,798	$15,100	$17,896	$20,000	$23,000	16
410.00 Dir Info Office	$22,600	$19,018	$20,470	$25,517	$28,981	15
411.00 Dir News Bureau	*	*	*	*	*	3
STUDENT SERVICES						
501.00 Chf Student Aff Off	$40,275	$34,000	$37,373	$42,000	$46,100	56
501.50 Dean of Students	$30,602	$23,100	$28,256	$33,500	$36,600	32
502.00 Chief Admissions Off	$31,414	$24,000	$30,000	$34,000	$38,500	72
502.10 Assc Dir Admissions	$24,050	$20,108	$22,750	$25,018	$26,700	35
502.20 Admissions Counselor	$18,550	$16,800	$18,000	$19,000	$21,152	56
502.30 Academic Advisor	$28,261	$24,070	$27,000	$30,000	$30,590	14
503.00 Dir Adm & Registrar	$32,000	$22,900	$26,000	$35,550	$36,296	7
504.00 Registrar	$28,591	$23,028	$27,000	$30,262	$34,334	90
504.10 Assc Registrar	$20,000	$17,655	$19,000	$20,852	$23,732	11
504.20 Asst Registrar	$18,963	$15,250	$18,483	$19,480	$20,112	15
505.00 Dir Adm/Fin Aid	$37,950	$25,000	$28,368	$39,000	$42,930	14
506.00 Dir Student Fin Aid	$27,000	$22,325	$25,971	$28,057	$30,864	77
506.10 Assc Dir Std Fin Aid	$19,064	$14,700	$18,500	$20,000	$24,273	26
507.00 Dir Food Services	$27,854	$20,550	$25,500	$29,768	$33,500	23
507.10 Assc Dir Food Serv	$22,275	$14,767	$20,750	$23,185	$26,127	10
508.00 Dir Residence Halls	$22,589	$17,066	$22,000	$24,205	$29,400	27
508.10 Assc Dir Std Housing	$25,850	$24,100	$25,028	$26,904	$29,000	9
508.20 Housing Off/Adm Opr	$18,480	$17,000	$18,240	$21,342	$24,602	5
508.30 Housing Off/Res Life	$17,663	$12,300	$16,230	$19,714	$24,204	14
509.00 Dir Union/Std Act	*	*	*	*	*	1
510.00 Dir Foreign Students	$23,602	$18,720	$22,500	$24,467	$29,393	10
511.00 Dir Student Union	$31,514	$21,602	$27,859	$32,917	$35,808	5
511.10 Assc Dir Std Union	$19,049	$17,000	$18,920	$19,178	$29,647	4
512.00 Dir Std Activities	$20,887	$17,000	$19,705	$22,000	$25,863	35
513.00 Dir Career Dev-Plcmt	$24,824	$19,500	$23,340	$26,550	$29,168	40
514.00 Dir Std Counseling	$29,147	$23,517	$26,817	$31,514	$35,284	30
514.10 Assc Dir Std Cnslg	$28,223	$19,605	$22,011	$29,500	$40,000	9
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$19,360	$15,725	$17,950	$22,000	$29,900	36
517.00 Dir Campus Ministries	$25,452	$19,485	$23,993	$26,620	$30,378	25
518.00 Dir Athletics	$30,886	$23,873	$30,097	$32,197	$36,555	55
519.00 Dir Sports Info	$16,840	$15,750	$16,800	$18,500	$19,000	11
520.00 Dir Athletics/Men	$28,375	$8,250	$15,750	$41,000	$43,083	4
521.00 Dir Athletics/Women	$19,000	$15,875	$17,500	$21,500	$33,350	5
522.00 Dir Campus Rec	$22,254	$16,000	$19,925	$22,800	$30,142	14
523.00 Chief Enrollment Mgmt	$38,350	$26,000	$36,296	$45,131	$49,816	12
524.00 Dir Minority Affairs	*	*	*	*	*	3
525.00 Dir Conferences	$21,465	$16,640	$18,200	$24,729	$32,561	6

*3 cases or less

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8.3 - $12.9 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$78,368	$46,000	$67,417	$85,725	$110,176	10
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$86,672	$73,675	$80,019	$91,041	$103,594	91
102.10 Asst to Ceo/Single	$32,010	$26,366	$30,900	$36,000	$43,000	41
103.00 Exec Vice Pres	$65,590	$49,798	$59,999	$68,500	$79,750	15
ACADEMIC						
201.00 Chief Acad Off	$60,500	$53,116	$57,925	$63,580	$68,876	103
202.00 Chf Hlth Prof Off	$35,711	$21,945	$27,500	$43,921	$56,661	4
203.00 Dir Library Serv	$35,922	$30,900	$34,310	$37,428	$41,476	99
203.10 Circulatn Librarian	$19,900	$16,511	$19,500	$22,000	$26,100	32
203.20 Acquistns Librarian	$20,540	$13,770	$18,700	$21,600	$30,193	29
203.30 Tech Serv Librarian	$25,530	$21,815	$24,334	$26,278	$29,502	56
203.40 Public Serv Librarian	$25,369	$21,550	$24,425	$25,724	$29,283	31
203.50 Reference Librarian	$25,350	$21,684	$23,034	$28,750	$31,000	58
204.00 Dir Instit Research	$36,000	$24,913	$33,539	$38,132	$43,752	15
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	$26,023	$19,160	$25,260	$27,244	$31,814	30
206.00 Dir Learning Res Ctr	$25,946	$17,784	$24,500	$27,429	$34,171	33
207.00 Dir Internatl Std Ed	$35,954	$25,334	$34,560	$37,348	$40,695	8
208.00 Dir Comp Ctr Opr/Acad	$34,564	$29,308	$32,850	$35,021	$40,650	30
208.10 Assc Dir CC Opr/Acad	$21,818	$20,173	$20,775	$23,033	$27,686	10
209.00 Admn Grants-Contract	$31,139	$24,391	$29,000	$32,100	$37,350	15
212.00 Dean,Arts & Letters	$51,842	$36,703	$44,451	$53,277	$59,711	5
213.00 Dean,Arts & Sciences	$52,145	$39,292	$49,290	$55,000	$57,600	8
214.00 Dean,Business	$43,244	$35,026	$40,268	$50,222	$52,660	22
215.00 Dean,Communications	$34,400	$30,500	$33,450	$36,208	$44,438	5
216.00 Dean,Continuing Ed	$40,000	$33,147	$38,739	$41,464	$49,006	21
218.00 Dean,Education	$41,120	$34,010	$38,000	$45,000	$49,233	16
219.00 Dean,Engineering	*	*	*	*	*	3
222.00 Dean,Fine Arts	$35,945	$30,000	$35,500	$36,389	$44,002	8
223.00 Dean,Graduate Program	$48,558	$44,040	$47,667	$49,000	$50,000	16
224.00 Dean,Hlth-Rltd Prof	$42,060	$38,579	$41,680	$42,453	$48,181	5
226.00 Dean,Humanities	$42,546	$35,592	$39,250	$44,060	$45,140	14
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	$36,164	$24,205	$35,428	$36,900	$39,015	4
232.00 Dean,Music	$34,010	$28,003	$31,106	$38,365	$45,330	5
233.00 Dean,Nursing	$46,381	$40,000	$44,598	$46,781	$50,290	9
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
237.00 Dean,Sciences	$40,057	$35,000	$39,388	$42,000	$54,600	14
238.00 Dean,Social Sciences	$37,560	$30,715	$33,000	$39,095	$45,100	14
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$37,918	$32,000	$35,835	$40,000	$40,950	6
241.00 Dean,Undergrad Prog	$53,889	$40,059	$52,167	$55,610	$63,600	6
ADMINISTRATIVE						
301.00 Chief Business Off	$56,000	$46,850	$52,735	$60,600	$67,000	92
301.01 Chief Admin Off	$45,450	$37,400	$42,700	$49,555	$53,950	10
301.02 Chief Financial Off	$45,000	$35,100	$40,750	$49,800	$54,500	17
301.10 Dir Env Health-Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	$20,750	$17,823	$19,803	$26,325	$51,950	5
302.00 Chief Planning Off	$39,000	$35,000	$35,910	$43,018	$48,000	7
303.00 Chief Budgeting Off	$46,125	$36,364	$45,000	$47,250	$59,475	4
303.10 Assc Budget Dir	*	*	*	*	*	3
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	3
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$32,508	$26,258	$29,869	$35,019	$41,746	35
306.10 Assc Dir Pers/HR	$25,000	$19,980	$22,800	$26,164	$29,700	7
306.20 Manager Benefits	$22,779	$21,188	$22,090	$24,350	$27,115	5
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$28,216	$26,000	$27,722	$31,700	$38,500	17
309.00 Chief Inform Sys Off	$39,488	$32,235	$36,743	$43,500	$46,350	34
309.10 Assc Dir Computer Ctr	$30,000	$19,564	$27,505	$30,450	$33,935	9
309.20 Data Base Admin	$37,675	$21,000	$32,550	$42,800	$45,000	4
309.30 Sys Analyst I-Hi	$27,849	$24,720	$25,225	$31,214	$36,280	12
309.40 Sys Analyst II-Lo	$21,403	$12,960	$19,800	$22,575	$25,000	9
309.50 Prog Analyst I-Hi	$25,745	$22,780	$25,323	$26,166	$29,436	17
309.60 Prog Analyst II-Lo	$22,406	$18,850	$20,498	$23,758	$25,257	10
310.00 Dir Comp Ctr Opr/Ad	$33,500	$27,300	$32,000	$37,000	$42,096	51
310.10 Assc Dir Comp Ctr	$23,375	$21,000	$22,250	$23,600	$26,250	16
312.00 Chf Phys Plnt/Fac	$36,000	$32,000	$35,000	$38,500	$43,275	84
312.10 Assc Dir Phys Plnt	$28,000	$21,632	$26,375	$30,051	$32,300	32
312.20 Mgr Landscape/Gmds	$21,715	$15,725	$19,328	$23,109	$30,600	25
312.30 Mgr Bldg Mnt Trades	$28,790	$23,379	$27,423	$31,500	$34,032	19
312.40 Mgr Tech Trades	$24,336	$20,925	$23,094	$26,812	$30,750	10
312.50 Mgr Custodial Srv	$21,403	$17,638	$20,641	$23,795	$27,564	47
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	$35,825	$29,465	$32,901	$37,100	$42,715	55
313.10 Manager Payroll	$19,699	$18,000	$19,019	$21,840	$25,000	26
314.00 Dir Accounting	$29,210	$25,025	$28,201	$29,746	$31,616	20
314.10 Staff Accountant-Hi	$20,795	$19,032	$20,400	$22,525	$28,315	36
314.20 Staff Accountant-Lo	$17,510	$13,852	$16,640	$18,500	$20,000	18
315.00 Bursar	$30,000	$19,425	$24,150	$34,100	$36,873	21
315.10 Assc Bursar	$18,096	$16,777	$17,973	$18,798	$22,372	5
316.00 Dir Purchasing	$24,616	$19,082	$21,340	$25,459	$30,177	24
316.10 Assc Dir Purchasing	$22,446	$11,000	$22,205	$22,687	$31,628	4
317.00 Dir Bookstore	$21,589	$17,950	$20,210	$23,573	$27,513	70

*3 cases or less

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8.3 - $12.9 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
317.10 Assc Dir Bookstore	$16,600	$12,528	$15,462	$16,708	$24,750	13
318.00 Dir Internal Audit	*	*	*	*	*	1
319.00 Dir Aux Services	$27,720	$19,841	$22,575	$28,000	$35,800	9
319.10 Mgr Mail Services	$16,254	$13,295	$15,211	$17,124	$18,339	35
320.00 Dir Campus Security	$22,837	$19,110	$22,020	$24,360	$27,500	53
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$53,530	$44,000	$50,000	$56,400	$67,600	91
401.10 Dir Annual Giving	$29,500	$25,848	$28,000	$31,000	$37,275	49
401.20 Dir Corp/Fndtn Rel	$31,813	$24,910	$30,000	$33,100	$35,588	18
401.30 Coord Res Dev	$25,145	$19,281	$23,000	$26,000	$30,000	19
401.40 Dir Estate Pln	$32,000	$25,687	$30,500	$35,000	$40,650	11
402.00 Chf Public Rel Off	$32,525	$25,848	$31,000	$34,315	$40,000	55
403.00 Chf Dev/Pub Rel Off	$46,854	$33,000	$45,000	$50,000	$60,000	12
404.00 Dir Alumni Affairs	$27,442	$21,000	$25,506	$28,500	$32,784	79
405.00 Dir Dev/Alumni Aff	$36,448	$25,728	$34,840	$38,846	$44,750	10
406.00 Dir Spec/Defer Gifts	$32,026	$26,620	$30,500	$32,795	$38,091	14
407.00 Dir Church Relations	$36,720	$26,517	$32,600	$38,305	$42,400	17
408.00 Dir Community Serv	$36,225	$24,734	$32,309	$37,133	$44,706	5
409.00 Dir Publications	$27,017	$23,000	$25,500	$29,040	$32,400	26
409.10 Assc Dir Publicatns	$22,122	$18,018	$20,416	$23,827	$24,900	8
409.20 Mgr Printing Srv	$19,375	$16,870	$18,789	$19,750	$22,312	21
410.00 Dir Info Office	$28,255	$23,320	$26,366	$29,241	$33,930	31
411.00 Dir News Bureau	$24,328	$18,452	$23,927	$25,178	$30,109	15
STUDENT SERVICES						
501.00 Chf Student Aff Off	$46,279	$40,000	$44,000	$48,060	$53,500	84
501.50 Dean of Students	$38,110	$31,500	$36,667	$39,300	$45,000	28
502.00 Chief Admissions Off	$37,000	$31,852	$35,000	$40,868	$47,700	75
502.10 Assc Dir Admissions	$26,330	$23,003	$25,400	$28,000	$30,900	58
502.20 Admissions Counselor	$18,938	$17,425	$18,500	$19,500	$21,000	74
502.30 Academic Advisor	$28,099	$24,024	$25,220	$29,812	$35,307	15
503.00 Dir Adm & Registrar	$33,196	$27,810	$28,550	$37,842	$43,144	4
504.00 Registrar	$31,930	$27,466	$30,853	$33,156	$36,504	94
504.10 Assc Registrar	$23,425	$19,600	$21,000	$26,160	$29,600	19
504.20 Asst Registrar	$20,242	$15,451	$18,200	$21,250	$23,920	36
505.00 Dir Adm/Fin Aid	$45,340	$36,000	$43,800	$49,595	$53,025	13
506.00 Dir Student Fin Aid	$30,000	$26,036	$29,000	$31,000	$35,000	94
506.10 Assc Dir Std Fin Aid	$21,100	$18,001	$20,400	$22,000	$24,000	46
507.00 Dir Food Services	$32,000	$27,500	$29,400	$33,075	$35,500	19
507.10 Assc Dir Food Serv	$18,500	$15,177	$18,000	$20,006	$24,000	7
508.00 Dir Residence Halls	$23,427	$18,473	$22,250	$25,020	$29,460	48
508.10 Assc Dir Std Housing	$14,181	$9,000	$12,500	$15,500	$20,705	9
508.20 Housing Off/Adm Opr	$23,800	$19,787	$22,600	$25,000	$26,300	8
508.30 Housing Off/Res Life	$23,000	$17,750	$22,202	$25,281	$28,955	25
509.00 Dir Union/Std Act	$23,000	$16,000	$20,000	$24,099	$26,600	9
510.00 Dir Foreign Students	$26,914	$17,000	$26,000	$28,170	$31,710	12
511.00 Dir Student Union	$25,000	$18,772	$24,000	$26,000	$33,760	8
512.00 Dir Std Activities	$23,335	$18,000	$21,854	$24,325	$27,864	60
513.00 Dir Career Dev-Plcmt	$27,025	$23,588	$25,750	$28,200	$30,780	83
514.00 Dir Std Counseling	$29,378	$23,960	$27,629	$30,756	$37,032	51
514.10 Assc Dir Std Cnslg	$25,000	$22,000	$23,700	$26,061	$27,360	11
515.00 Dir Std Hlth-Physicn	$33,091	$24,920	$26,182	$40,000	$50,000	6
516.00 Dir Std Hlth-Nurse	$22,900	$17,760	$22,192	$23,736	$26,388	63
517.00 Dir Campus Ministries	$28,000	$21,050	$25,000	$29,700	$34,673	53
518.00 Dir Athletics	$37,125	$30,186	$35,000	$39,327	$43,505	81
519.00 Dir Sports Info	$21,227	$17,242	$20,000	$22,000	$24,000	26
520.00 Dir Athletics/Men	$32,510	$18,500	$29,500	$35,520	$41,325	4
521.00 Dir Athletics/Women	$28,140	$24,423	$27,900	$28,379	$32,760	8
522.00 Dir Campus Rec	$24,640	$16,868	$19,915	$25,358	$28,000	19
523.00 Chief Enrollment Mgmt	$45,430	$37,153	$43,710	$46,250	$49,812	15
524.00 Dir Minority Affairs	$24,248	$20,000	$23,004	$26,000	$28,000	13
525.00 Dir Conferences	$25,000	$18,000	$25,000	$26,696	$28,492	9

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $12.9 - $21.1 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$85,762	$79,500	$84,881	$102,881	$122,000	5
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$96,700	$82,000	$91,955	$101,325	$115,760	99
102.10 Asst to Ceo/Single	$37,900	$28,200	$33,045	$40,642	$50,710	41
103.00 Exec Vice Pres	$68,000	$55,409	$66,676	$68,328	$76,467	11
ACADEMIC						
201.00 Chief Acad Off	$69,983	$59,164	$66,000	$72,600	$78,552	102
203.00 Dir Library Serv	$42,605	$35,084	$40,683	$44,140	$50,000	93
203.10 Circulatn Librarian	$24,975	$19,400	$23,700	$26,000	$30,783	38
203.20 Acquistns Librarian	$29,555	$22,660	$28,125	$30,477	$35,900	38
203.30 Tech Serv Librarian	$27,600	$24,617	$26,600	$29,000	$33,800	67
203.40 Public Serv Librarian	$27,485	$24,000	$26,614	$28,820	$33,587	36
203.50 Reference Librarian	$27,000	$23,222	$25,303	$28,000	$31,500	66
204.00 Dir Instit Research	$39,000	$29,103	$35,310	$41,280	$55,622	31
204.10 Assc Dir Inst Res	$23,335	$19,000	$23,000	$23,670	$36,500	8
205.00 Dir Educ Media Serv	$29,350	$24,000	$27,040	$30,380	$32,460	52
206.00 Dir Learning Res Ctr	$30,093	$24,700	$28,676	$32,500	$39,965	31
207.00 Dir Internatl Std Ed	$38,018	$29,200	$32,845	$39,228	$49,895	16
208.00 Dir Comp Ctr Opr/Acad	$35,641	$30,016	$34,540	$39,840	$44,675	38
208.10 Assc Dir CC Opr/Acad	$28,300	$25,038	$27,627	$28,356	$29,330	11
209.00 Admn Grants-Contract	$30,732	$24,741	$27,200	$32,359	$41,796	15
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$53,349	$48,512	$51,253	$55,082	$63,800	20
214.00 Dean,Business	$60,960	$52,000	$57,038	$62,060	$65,000	37
215.00 Dean,Communications	$40,950	$39,677	$39,845	$41,120	$47,500	7
216.00 Dean,Continuing Ed	$44,097	$35,923	$40,000	$46,750	$54,800	33
218.00 Dean,Education	$54,270	$40,857	$49,400	$56,400	$60,000	29
219.00 Dean,Engineering	$53,549	$41,310	$50,552	$56,545	$56,552	6
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$45,800	$33,300	$43,500	$52,000	$56,400	13
223.00 Dean,Graduate Program	$52,791	$40,000	$46,587	$56,400	$58,800	19
224.00 Dean,Hlth-Rltd Prof	$57,389	$42,468	$56,878	$57,900	$70,324	4
226.00 Dean,Humanities	$48,100	$40,261	$42,661	$53,200	$58,622	17
227.00 Dean,Instruction	*	*	*	*	*	2
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$52,608	$37,830	$50,525	$54,690	$60,644	6
232.00 Dean,Music	$39,890	$34,215	$37,212	$43,870	$53,145	5
233.00 Dean,Nursing	$49,000	$44,000	$48,000	$56,780	$58,630	21
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
237.00 Dean,Sciences	$53,200	$41,130	$49,500	$55,611	$58,220	19
238.00 Dean,Social Sciences	$46,363	$40,261	$42,470	$49,000	$56,496	17
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$45,000	$36,774	$40,800	$46,356	$57,314	9
241.00 Dean,Undergrad Prog	$52,500	$46,053	$50,000	$55,000	$58,813	8
ADMINISTRATIVE						
301.00 Chief Business Off	$66,713	$58,880	$64,158	$70,150	$79,853	90
301.01 Chief Admin Off	$58,737	$49,350	$57,015	$59,750	$63,470	15
301.02 Chief Financial Off	$52,710	$35,700	$51,700	$54,527	$62,245	18
301.10 Dir Env Health-Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	$28,835	$21,824	$26,293	$30,080	$34,172	10
302.00 Chief Planning Off	$48,157	$43,173	$45,750	$54,062	$61,000	12
303.00 Chief Budgeting Off	$39,622	$33,178	$34,350	$41,500	$49,633	16
303.10 Assc Budget Dir	$37,163	$30,000	$37,125	$37,200	$52,000	8
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$34,000	$28,364	$31,884	$34,840	$40,760	53
306.10 Assc Dir Pers/HR	$29,580	$25,500	$26,588	$31,141	$32,000	11
306.20 Manager Benefits	$23,878	$22,000	$23,700	$25,116	$26,524	11
306.30 Manager Training-Dev	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$50,029	$41,650	$47,515	$52,665	$63,950	5
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$31,590	$26,000	$31,523	$31,800	$40,500	18
309.00 Chief Inform Sys Off	$45,905	$40,260	$44,480	$49,300	$53,160	44
309.10 Assc Dir Computer Ctr	$37,600	$31,774	$35,099	$38,875	$43,250	20
309.20 Data Base Admin	$28,450	$23,750	$27,318	$29,604	$30,525	11
309.30 Sys Analyst I-Hi	$28,378	$26,400	$27,934	$29,790	$30,734	26
309.40 Sys Analyst II-Lo	$24,900	$22,000	$23,750	$27,998	$34,353	11
309.50 Prog Analyst I-Hi	$27,458	$24,107	$27,025	$28,100	$31,000	34
309.60 Prog Analyst II-Lo	$23,162	$20,319	$21,600	$24,100	$26,726	26
310.00 Dir Comp Ctr Opr/Ad	$37,656	$31,000	$35,500	$39,455	$45,000	53
310.10 Assc Dir Comp Ctr	$27,850	$23,400	$26,717	$30,680	$36,712	19
312.00 Chf Phys Plnt/Fac	$43,955	$36,000	$42,341	$46,039	$50,702	83
312.10 Assc Dir Phys Plnt	$32,000	$28,860	$31,050	$32,970	$40,400	33
312.20 Mgr Landscape/Grnds	$26,025	$21,500	$25,650	$26,800	$31,070	48
312.30 Mgr Bldg Mnt Trades	$28,050	$24,000	$27,537	$28,560	$34,790	31
312.40 Mgr Tech Trades	$31,093	$27,895	$29,848	$33,670	$36,200	13
312.50 Mgr Custodial Srv	$24,156	$21,403	$23,250	$25,500	$28,600	51
312.60 Mgr Power Plant	$33,745	$22,908	$29,976	$35,787	$39,830	5
313.00 Comptroller	$42,445	$35,700	$40,950	$45,600	$49,500	68
313.10 Manager Payroll	$22,920	$19,000	$21,421	$24,814	$27,883	28
314.00 Dir Accounting	$33,508	$27,250	$31,952	$35,563	$41,680	25
314.10 Staff Accountant-Hi	$25,300	$21,628	$24,198	$27,870	$29,800	35
314.20 Staff Accountant-Lo	$21,050	$17,856	$19,760	$21,200	$22,529	23
315.00 Bursar	$27,408	$24,257	$26,643	$29,140	$33,566	24

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $12.9 - $21.1 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
315.10 Assc Bursar	$18,250	$13,541	$17,500	$19,000	$27,025	4
316.00 Dir Purchasing	$29,453	$22,805	$27,560	$30,660	$36,796	34
316.10 Assc Dir Purchasing	$23,500	$19,370	$20,376	$24,500	$25,500	7
317.00 Dir Bookstore	$24,806	$20,715	$23,618	$26,409	$29,700	71
317.10 Assc Dir Bookstore	$20,224	$16,488	$18,720	$21,057	$23,737	12
318.00 Dir Internal Audit	*	*	*	*	*	3
319.00 Dir Aux Services	$40,446	$33,377	$36,681	$44,345	$52,801	15
319.10 Mgr Mail Services	$17,420	$15,500	$17,000	$17,992	$20,342	47
320.00 Dir Campus Security	$27,607	$20,845	$27,000	$29,293	$32,500	72
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$63,400	$53,772	$60,514	$66,200	$75,000	79
401.10 Dir Annual Giving	$33,600	$28,965	$31,607	$35,550	$40,500	67
401.20 Dir Corp/Fndtn Rel	$38,792	$32,500	$37,000	$41,316	$50,000	38
401.30 Coord Res Dev	$26,962	$21,500	$25,500	$27,952	$32,705	24
401.40 Dir Estate Pln	$42,138	$34,099	$39,978	$43,716	$49,835	30
402.00 Chf Public Rel Off	$35,654	$30,000	$33,800	$38,749	$45,000	59
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$58,000	$36,999	$56,000	$62,317	$79,125	13
404.00 Dir Alumni Affairs	$31,554	$26,624	$30,000	$33,233	$36,760	83
405.00 Dir Dev/Alumni Aff	$48,878	$40,110	$47,355	$50,400	$58,000	8
406.00 Dir Spec/Defer Gifts	$40,200	$32,700	$37,100	$44,117	$51,770	16
407.00 Dir Church Relations	$37,950	$32,400	$35,500	$40,000	$45,160	12
408.00 Dir Community Serv	$30,152	$25,000	$29,000	$31,304	$35,132	6
409.00 Dir Publications	$30,903	$25,750	$30,000	$32,253	$36,325	31
409.10 Assc Dir Publicatns	$22,155	$20,000	$21,600	$24,260	$27,379	16
409.20 Mgr Printing Srv	$23,679	$18,500	$21,870	$25,300	$27,331	31
410.00 Dir Info Office	$31,164	$25,200	$28,535	$32,739	$36,854	37
411.00 Dir News Bureau	$24,000	$19,992	$21,600	$24,650	$26,588	20
STUDENT SERVICES						
501.00 Chf Student Aff Off	$53,663	$45,750	$50,460	$56,831	$63,000	87
501.50 Dean of Students	$40,815	$37,150	$39,950	$44,333	$50,545	30
502.00 Chief Admissions Off	$42,000	$34,680	$40,000	$45,000	$55,000	77
502.10 Assc Dir Admissions	$27,656	$23,910	$26,506	$28,849	$33,400	70
502.20 Admissions Counselor	$20,071	$18,610	$19,860	$21,027	$23,381	76
502.30 Academic Advisor	$26,454	$22,908	$24,394	$27,720	$31,017	19
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$34,134	$28,879	$32,419	$36,072	$41,647	97
504.10 Assc Registrar	$25,950	$20,969	$24,700	$26,538	$31,098	20
504.20 Asst Registrar	$21,160	$18,900	$20,765	$23,295	$26,500	32
505.00 Dir Adm/Fin Aid	$49,258	$41,627	$48,000	$52,000	$55,300	12
506.00 Dir Student Fin Aid	$36,300	$31,860	$34,504	$38,060	$41,618	95
506.10 Assc Dir Std Fin Aid	$23,600	$21,000	$22,140	$24,900	$27,873	53
507.00 Dir Food Services	$39,000	$30,400	$33,280	$42,294	$46,160	17
507.10 Assc Dir Food Serv	$25,220	$24,000	$25,100	$27,825	$33,922	9
508.00 Dir Residence Halls	$28,938	$24,000	$27,800	$31,200	$35,000	57
508.10 Assc Dir Std Housing	$22,000	$17,850	$22,000	$27,100	$34,341	13
508.20 Housing Off/Adm Opr	$19,000	$16,971	$18,680	$19,500	$24,731	5
508.30 Housing Off/Res Life	$24,004	$19,200	$23,904	$25,000	$28,488	31
509.00 Dir Union/Std Act	$25,000	$22,300	$24,155	$28,311	$31,745	13
510.00 Dir Foreign Students	$24,048	$21,600	$23,100	$25,440	$30,000	16
511.00 Dir Student Union	$30,000	$22,900	$28,795	$33,035	$38,808	17
511.10 Assc Dir Std Union	$23,373	$20,007	$22,693	$28,529	$33,743	5
512.00 Dir Std Activities	$25,753	$22,950	$25,000	$27,025	$30,150	67
513.00 Dir Career Dev-Plcmt	$30,285	$26,000	$28,080	$32,100	$36,500	87
514.00 Dir Std Counseling	$32,400	$27,685	$31,150	$35,458	$40,036	57
514.10 Assc Dir Std Cnslg	$27,418	$22,436	$26,655	$28,729	$31,622	10
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$23,905	$19,550	$22,300	$24,900	$30,821	69
517.00 Dir Campus Ministries	$30,784	$25,500	$29,745	$33,760	$38,908	54
518.00 Dir Athletics	$43,811	$36,350	$40,600	$46,198	$51,546	84
519.00 Dir Sports Info	$22,826	$18,756	$22,000	$23,974	$26,010	41
520.00 Dir Athletics/Men	$45,250	$18,900	$45,000	$45,500	$49,100	4
521.00 Dir Athletics/Women	$33,882	$22,949	$29,400	$34,000	$35,700	9
522.00 Dir Campus Rec	$24,944	$20,625	$22,409	$28,080	$33,265	22
523.00 Chief Enrollment Mgmt	$51,837	$42,500	$48,900	$54,250	$62,800	22
524.00 Dir Minority Affairs	$26,732	$23,810	$25,867	$28,400	$34,200	22
525.00 Dir Conferences	$27,680	$22,000	$25,578	$30,910	$35,857	18

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $21.1 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$95,438	$90,000	$93,500	$116,000	$126,000	9
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$121,195	$100,000	$113,200	$127,072	$150,000	91
102.10 Asst to Ceo/Single	$45,900	$36,000	$43,300	$52,584	$63,350	63
103.00 Exec Vice Pres	$88,025	$80,000	$84,000	$94,500	$109,000	12
ACADEMIC						
201.00 Chief Acad Off	$84,000	$75,000	$80,850	$87,000	$96,554	98
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$52,768	$45,570	$50,862	$54,937	$64,545	92
203.10 Circulatn Librarian	$26,483	$21,570	$25,300	$27,385	$34,906	44
203.20 Acquistns Librarian	$33,528	$25,365	$30,300	$36,000	$39,600	51
203.30 Tech Serv Librarian	$34,450	$27,200	$32,970	$35,970	$40,815	69
203.40 Public Serv Librarian	$35,050	$28,267	$33,317	$36,854	$42,260	50
203.50 Reference Librarian	$30,300	$25,381	$28,915	$33,284	$38,897	75
204.00 Dir Instit Research	$46,224	$34,600	$43,815	$47,900	$56,300	33
204.10 Assc Dir Inst Res	$34,676	$25,075	$34,325	$35,027	$40,984	8
205.00 Dir Educ Media Serv	$33,610	$28,100	$32,960	$34,525	$43,034	49
206.00 Dir Learning Res Ctr	$34,508	$29,991	$32,828	$37,085	$42,688	28
207.00 Dir Internatl Std Ed	$41,647	$29,124	$35,388	$43,900	$49,850	22
208.00 Dir Comp Ctr Opr/Acad	$48,000	$38,100	$45,787	$50,000	$58,410	48
208.10 Assc Dir CC Opr/Acad	$36,200	$27,841	$29,165	$38,700	$41,000	22
209.00 Admn Grants-Contract	$37,059	$29,862	$35,989	$39,913	$52,866	25
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$57,343	$49,117	$55,887	$58,798	$62,800	8
213.00 Dean,Arts & Sciences	$65,972	$59,314	$64,900	$70,000	$78,400	24
214.00 Dean,Business	$65,920	$52,768	$61,896	$68,000	$79,800	31
215.00 Dean,Communications	$44,815	$30,747	$38,663	$54,062	$64,030	5
216.00 Dean,Continuing Ed	$54,600	$43,504	$51,600	$58,300	$64,000	39
218.00 Dean,Education	$57,425	$50,000	$53,951	$65,953	$70,468	22
219.00 Dean,Engineering	$71,200	$62,169	$69,469	$74,600	$78,488	5
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$54,600	$41,350	$52,200	$56,600	$58,109	9
223.00 Dean,Graduate Program	$62,501	$42,000	$59,000	$68,600	$75,600	18
224.00 Dean,Hlth-Rltd Prof	$54,650	$45,000	$52,938	$67,000	$71,000	7
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$50,501	$44,404	$48,900	$54,000	$60,775	13
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$56,782	$42,616	$50,333	$59,262	$61,625	11
232.00 Dean,Music	$46,363	$33,253	$43,025	$49,700	$63,621	6
233.00 Dean,Nursing	$58,233	$37,069	$52,167	$64,429	$68,960	10
234.00 Dean,Occ Std/Voc Ed	$63,396	$52,584	$62,530	$65,953	$66,900	7
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$56,900	$48,288	$52,866	$60,641	$68,063	15
238.00 Dean,Social Sciences	$50,731	$42,723	$48,093	$52,600	$61,137	14
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$60,259	$55,713	$58,300	$62,218	$72,000	6
241.00 Dean,Undergrad Prog	$55,000	$49,600	$52,102	$58,700	$64,767	9
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$81,180	$68,000	$78,774	$86,100	$98,300	87
301.01 Chief Admin Off	$72,608	$63,101	$71,750	$74,500	$80,250	14
301.02 Chief Financial Off	$63,000	$51,264	$57,175	$64,087	$76,896	27
301.10 Dir Env Health-Safety	$31,180	$21,000	$30,506	$31,860	$33,348	4
301.20 Dir Telecommunic	$30,900	$27,150	$30,000	$39,957	$48,847	22
302.00 Chief Planning Off	$62,349	$49,300	$61,000	$65,040	$67,494	12
303.00 Chief Budgeting Off	$53,887	$45,800	$50,929	$56,500	$60,865	24
303.10 Assc Budget Dir	$39,698	$38,000	$39,180	$39,700	$42,940	11
304.00 Chief Plan-Budgt Off	$49,950	$44,360	$48,075	$54,170	$72,473	10
305.00 General Counsel	$74,007	$63,700	$68,361	$79,653	$81,500	6
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$47,400	$37,900	$44,310	$49,400	$55,050	81
306.10 Assc Dir Pers/HR	$32,878	$28,750	$32,298	$34,588	$40,600	30
306.20 Manager Benefits	$28,821	$25,296	$27,700	$32,000	$33,800	26
306.30 Manager Training-Dev	$30,000	$29,307	$29,850	$31,263	$36,785	5
306.40 Manager Empl Relatns	$40,000	$29,508	$39,284	$40,656	$45,540	7
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$28,769	$21,900	$26,500	$30,500	$31,500	12
306.70 Mgr Wage-Sal/Mgr,Comp	$34,597	$34,265	$34,409	$34,784	$37,500	6
306.80 Mgr Personnel Inf Sys	$27,509	$24,784	$26,895	$27,700	$39,906	11
307.00 Dir AA/EEO	$45,882	$41,000	$44,361	$49,834	$57,467	16
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$44,500	$35,350	$41,430	$46,000	$49,802	13
309.00 Chief Inform Sys Off	$57,510	$48,300	$56,000	$59,409	$70,000	53
309.10 Assc Dir Computer Ctr	$40,383	$36,894	$38,700	$42,079	$46,500	27
309.20 Data Base Admin	$36,500	$28,080	$36,278	$40,500	$44,300	11
309.30 Sys Analyst I-Hi	$34,991	$30,200	$34,574	$36,228	$42,664	35
309.40 Sys Analyst II-Lo	$27,800	$23,100	$26,475	$28,448	$33,455	15
309.50 Prog Analyst I-Hi	$32,100	$28,128	$30,755	$34,874	$40,974	55
309.60 Prog Analyst II-Lo	$27,077	$22,000	$25,944	$28,046	$31,550	49
310.00 Dir Comp Ctr Opr/Ad	$49,175	$41,300	$46,200	$51,603	$55,800	51
310.10 Assc Dir Comp Ctr	$40,920	$35,528	$40,250	$42,685	$46,170	20
312.00 Chf Phys Plnt/Fac	$53,600	$46,785	$52,000	$55,742	$65,105	85
312.10 Assc Dir Phys Plnt	$41,000	$34,339	$39,109	$44,200	$48,219	49
312.20 Mgr Landscape/Grnds	$32,581	$26,154	$30,347	$34,019	$36,400	48
312.30 Mgr Bldg Mnt Trades	$35,000	$29,000	$33,700	$35,750	$40,899	41
312.40 Mgr Tech Trades	$37,350	$28,700	$36,500	$38,200	$41,320	16

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $21.1 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.50 Mgr Custodial Srv	$31,369	$26,115	$29,832	$32,400	$38,700	49
312.60 Mgr Power Plant	$39,985	$36,000	$38,804	$41,000	$46,742	18
313.00 Comptroller	$52,500	$43,140	$50,350	$54,918	$63,100	73
313.10 Manager Payroll	$28,250	$21,058	$26,500	$28,916	$34,800	43
314.00 Dir Accounting	$38,650	$31,806	$35,635	$40,150	$46,786	40
314.10 Staff Accountant-Hi	$31,750	$25,863	$30,355	$32,748	$37,850	50
314.20 Staff Accountant-Lo	$24,432	$21,426	$23,800	$27,000	$30,222	38
315.00 Bursar	$31,800	$24,972	$30,040	$37,404	$42,633	37
315.10 Assc Bursar	$27,769	$26,306	$27,500	$28,038	$30,000	6
316.00 Dir Purchasing	$35,150	$28,100	$33,388	$36,561	$44,000	56
316.10 Assc Dir Purchasing	$29,666	$22,650	$26,132	$33,200	$34,663	8
317.00 Dir Bookstore	$34,450	$28,850	$32,920	$35,108	$38,800	56
317.10 Assc Dir Bookstore	$21,100	$20,140	$20,900	$21,400	$23,464	18
318.00 Dir Internal Audit	$44,985	$31,474	$42,395	$47,139	$55,341	13
319.00 Dir Aux Services	$45,580	$35,628	$41,200	$47,700	$57,500	29
319.10 Mgr Mail Services	$22,600	$19,200	$22,133	$23,300	$30,132	47
320.00 Dir Campus Security	$35,500	$30,100	$32,822	$37,925	$43,500	89
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$73,725	$63,465	$71,475	$80,000	$92,109	81
401.10 Dir Annual Giving	$37,340	$30,200	$36,050	$39,646	$44,435	71
401.20 Dir Corp/Fndtn Rel	$42,090	$33,156	$40,002	$45,000	$50,000	59
401.30 Coord Res Dev	$30,298	$25,000	$28,800	$32,000	$37,605	32
401.40 Dir Estate Pln	$49,783	$37,592	$44,425	$50,627	$55,364	30
402.00 Chf Public Rel Off	$47,881	$38,202	$43,430	$49,388	$57,731	70
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$71,000	$52,198	$67,900	$72,600	$88,872	16
404.00 Dir Alumni Affairs	$39,165	$32,640	$37,400	$42,249	$48,000	87
405.00 Dir Dev/Alumni Aff	$47,804	$42,000	$45,000	$52,435	$56,840	12
406.00 Dir Spec/Defer Gifts	$45,856	$39,050	$45,000	$49,660	$60,320	36
407.00 Dir Church Relations	$42,357	$34,000	$40,227	$45,008	$59,943	10
408.00 Dir Community Serv	$37,460	$28,331	$33,212	$41,758	$45,793	10
409.00 Dir Publications	$34,000	$28,600	$32,714	$35,000	$41,650	53
409.10 Assc Dir Publicatns	$27,305	$23,000	$25,600	$29,125	$32,550	28
409.20 Mgr Printing Srv	$26,349	$23,050	$25,400	$27,246	$33,300	46
410.00 Dir Info Office	$34,222	$27,100	$30,870	$36,640	$46,113	24
411.00 Dir News Bureau	$29,781	$24,500	$29,108	$30,900	$34,409	28
STUDENT SERVICES						
501.00 Chf Student Aff Off	$65,000	$56,016	$63,000	$68,000	$77,000	89
501.50 Dean of Students	$50,500	$42,100	$48,348	$54,378	$60,000	46
502.00 Chief Admissions Off	$54,200	$45,400	$52,291	$56,000	$64,200	83
502.10 Assc Dir Admissions	$35,032	$29,666	$33,205	$36,335	$40,945	85
502.20 Admissions Counselor	$21,446	$18,800	$20,900	$22,613	$25,017	84
502.30 Academic Advisor	$33,434	$22,693	$26,182	$35,340	$41,480	28
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$43,387	$38,688	$42,525	$45,405	$51,675	101
504.10 Assc Registrar	$30,693	$26,290	$29,004	$32,012	$34,980	34
504.20 Asst Registrar	$24,425	$21,000	$23,554	$26,000	$28,228	44
505.00 Dir Adm/Fin Aid	$62,000	$44,000	$58,540	$66,750	$74,300	15
506.00 Dir Student Fin Aid	$43,759	$36,800	$41,667	$46,000	$52,090	99
506.10 Assc Dir Std Fin Aid	$28,384	$24,000	$26,500	$29,700	$33,500	68
507.00 Dir Food Services	$48,631	$38,400	$42,984	$50,000	$56,500	28
507.10 Assc Dir Food Serv	$32,305	$24,305	$30,100	$34,042	$36,600	22
508.00 Dir Residence Halls	$33,960	$27,645	$31,000	$36,600	$41,000	62
508.10 Assc Dir Std Housing	$24,876	$18,261	$22,700	$27,600	$35,500	32
508.20 Housing Off/Adm Opr	$30,851	$19,200	$23,175	$34,320	$42,093	12
508.30 Housing Off/Res Life	$26,483	$18,900	$21,600	$32,313	$37,515	34
509.00 Dir Union/Std Act	$35,000	$27,175	$31,000	$35,838	$39,154	27
510.00 Dir Foreign Students	$31,277	$26,400	$28,016	$34,400	$44,891	18
511.00 Dir Student Union	$32,600	$25,547	$31,649	$38,378	$41,562	15
511.10 Assc Dir Std Union	$23,669	$21,881	$23,600	$23,737	$26,850	6
512.00 Dir Std Activities	$31,415	$26,284	$29,092	$34,308	$41,017	61
513.00 Dir Career Dev-Plcmt	$37,255	$32,100	$35,700	$39,812	$46,003	90
514.00 Dir Std Counseling	$42,610	$34,724	$40,000	$45,090	$52,700	72
514.10 Assc Dir Std Cnslg	$37,684	$27,961	$33,500	$41,200	$45,800	27
515.00 Dir Std Hlth-Physicn	$85,950	$70,000	$81,900	$90,480	$95,500	16
516.00 Dir Std Hlth-Nurse	$32,308	$25,211	$30,207	$34,500	$35,955	62
517.00 Dir Campus Ministries	$36,745	$27,133	$34,500	$40,600	$46,390	54
518.00 Dir Athletics	$52,464	$43,458	$50,174	$55,883	$63,501	80
519.00 Dir Sports Info	$23,628	$19,498	$22,200	$24,191	$27,040	53
520.00 Dir Athletics/Men	$48,421	$44,020	$46,758	$50,500	$55,833	11
521.00 Dir Athletics/Women	$40,215	$33,499	$38,870	$42,905	$47,866	20
522.00 Dir Campus Rec	$29,866	$25,600	$28,300	$31,842	$39,482	36
523.00 Chief Enrollment Mgmt	$62,975	$52,500	$59,000	$69,000	$74,036	19
524.00 Dir Minority Affairs	$37,100	$30,000	$35,006	$39,226	$48,325	45
525.00 Dir Conferences	$33,150	$27,841	$31,200	$34,000	$43,730	33

*3 cases or less

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.6 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$71,000	$56,550	$65,000	$74,389	$91,551	19
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$65,323	$55,000	$62,101	$71,000	$78,175	69
102.10 Asst to Ceo/Single	$31,965	$24,464	$31,423	$39,559	$44,934	15
103.00 Exec Vice Pres	$50,821	$41,000	$49,122	$52,520	$68,000	8
ACADEMIC						
201.00 Chief Acad Off	$50,293	$39,992	$47,284	$52,404	$58,793	78
202.00 Chf Hlth Prof Off	$40,841	$32,896	$37,007	$43,505	$46,935	5
203.00 Dir Library Serv	$33,065	$23,600	$29,595	$33,685	$38,371	54
203.10 Circulatn Librarian	$29,534	$20,433	$26,471	$32,207	$34,300	10
203.20 Acquistns Librarian	$18,075	$10,712	$12,000	$24,150	$27,047	6
203.30 Tech Serv Librarian	$22,076	$17,616	$19,025	$25,126	$26,843	6
203.40 Public Serv Librarian	*	*	*	*	*	2
203.50 Reference Librarian	$24,600	$17,023	$23,553	$27,665	$37,200	5
204.00 Dir Instit Research	$37,089	$27,694	$34,794	$37,320	$44,800	9
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$27,584	$24,334	$26,494	$28,527	$32,784	11
206.00 Dir Learning Res Ctr	$34,443	$26,224	$33,792	$35,496	$40,583	28
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr Opr/Acad	$28,119	$24,250	$25,250	$35,115	$38,500	9
209.00 Admn Grants-Contract	$29,270	$24,800	$28,539	$30,000	$39,888	8
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$36,269	$34,228	$36,000	$36,537	$43,779	4
213.00 Dean,Arts & Sciences	$49,367	$45,727	$49,087	$49,647	$52,000	8
214.00 Dean,Business	$41,652	$35,086	$39,048	$42,240	$46,911	16
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$42,948	$34,460	$41,836	$45,167	$48,413	25
218.00 Dean,Education	*	*	*	*	*	2
219.00 Dean,Engineering	$44,791	$39,173	$42,483	$49,470	$49,788	7
221.00 Dean,Extension	$38,821	$21,960	$30,000	$47,641	$50,202	4
222.00 Dean,Fine Arts	*	*	*	*	*	2
223.00 Dean,Graduate Program	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$43,254	$36,433	$41,640	$44,868	$47,493	8
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$34,847	$29,748	$32,495	$36,893	$48,250	5
227.00 Dean,Instruction	$43,524	$35,150	$41,748	$45,300	$48,150	6
228.00 Dean,Law	*	*	*	*	*	1
230.00 Dean,Mathematics	*	*	*	*	*	2
233.00 Dean,Nursing	$42,520	$36,761	$41,880	$43,100	$44,866	17
234.00 Dean,Occ Std/Voc Ed	$44,114	$37,018	$43,332	$44,720	$51,600	18
237.00 Dean,Sciences	$41,788	$36,658	$40,894	$43,417	$57,327	5
238.00 Dean,Social Sciences	$37,249	$31,087	$34,420	$40,077	$43,344	6
240.00 Dean,Special Programs	$38,886	$29,478	$38,816	$38,955	$40,303	6
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$46,288	$37,069	$41,580	$48,972	$54,000	77
301.01 Chief Admin Off	$54,817	$43,361	$53,734	$57,409	$64,750	5
301.02 Chief Financial Off	$39,448	$27,997	$32,760	$41,089	$50,000	12
301.10 Dir Env Health-Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	*	*	*	*	*	1
302.00 Chief Planning Off	*	*	*	*	*	2
303.00 Chief Budgeting Off	$33,001	$27,568	$32,500	$33,501	$56,018	4
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$30,864	$24,500	$28,875	$34,200	$35,304	13
306.10 Assc Dir Pers/HR	*	*	*	*	*	1
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
308.00 Dir Pers-AA	$25,033	$19,085	$24,877	$25,188	$41,282	8
309.00 Chief Inform Sys Off	$33,967	$28,693	$32,868	$36,898	$40,452	26
309.10 Assc Dir Computer Ctr	$29,443	$18,037	$24,172	$29,822	$34,300	5
309.20 Data Base Admin	*	*	*	*	*	1
309.30 Sys Analyst I-Hi	$27,796	$18,765	$26,000	$29,592	$30,500	4
309.40 Sys Analyst II-Lo	*	*	*	*	*	2
309.50 Prog Analyst I-Hi	$26,700	$18,184	$26,200	$27,200	$30,000	6
309.60 Prog Analyst II-Lo	$24,600	$20,134	$22,836	$25,000	$26,030	5
310.00 Dir Comp Ctr Opr/Ad	$32,215	$27,100	$30,048	$32,391	$43,044	9
310.10 Assc Dir Comp Ctr	*	*	*	*	*	3
312.00 Chf Phys Plnt/Fac	$31,159	$24,054	$28,207	$32,308	$37,499	45
312.10 Assc Dir Phys Plnt	$23,931	$19,330	$22,632	$25,455	$31,467	10
312.20 Mgr Landscape/Gmds	*	*	*	*	*	3
312.30 Mgr Bldg Mnt Trades	$27,636	$19,093	$26,580	$28,692	$30,883	6
312.40 Mgr Tech Trades	*	*	*	*	*	3
312.50 Mgr Custodial Srv	$22,800	$15,000	$20,889	$24,384	$29,718	9
313.00 Comptroller	$31,864	$29,240	$30,648	$33,500	$38,200	16
313.10 Manager Payroll	$19,940	$15,018	$19,404	$20,000	$28,860	13
314.00 Dir Accounting	$28,612	$20,545	$24,122	$29,207	$36,379	14
314.10 Staff Accountant-Hi	$23,193	$19,200	$22,800	$24,000	$30,518	14
314.20 Staff Accountant-Lo	$22,500	$16,477	$17,530	$22,520	$24,150	13
315.00 Bursar	*	*	*	*	*	3
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$20,925	$18,655	$20,561	$22,385	$25,392	18
316.10 Assc Dir Purchasing	*	*	*	*	*	2
317.00 Dir Bookstore	$19,739	$16,300	$18,589	$22,200	$24,434	38
317.10 Assc Dir Bookstore	*	*	*	*	*	3
318.00 Dir Internal Audit	*	*	*	*	*	3

*3 cases or less

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.6 MILLION OR LESS

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
319.00 Dir Aux Services	$28,903	$15,645	$23,271	$29,452	$30,897	5
319.10 Mgr Mail Services	$16,207	$12,813	$15,184	$17,229	$25,284	4
320.00 Dir Campus Security	$24,552	$18,728	$18,900	$27,058	$27,072	7
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$38,200	$33,100	$36,000	$40,500	$49,800	21
401.10 Dir Annual Giving	*	*	*	*	*	3
401.20 Dir Corp/Fndtn Rel	*	*	*	*	*	1
401.30 Coord Res Dev	*	*	*	*	*	1
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Public Rel Off	$26,727	$24,980	$25,562	$30,900	$34,840	18
403.00 Chf Dev/Pub Rel Off	$34,755	$22,575	$29,298	$40,212	$43,270	8
404.00 Dir Alumni Affairs	$25,450	$24,013	$25,212	$29,375	$33,340	11
405.00 Dir Dev/Alumni Aff	$23,090	$20,500	$22,045	$26,545	$36,011	5
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
407.00 Dir Church Relations	$27,060	$19,000	$23,530	$28,530	$32,500	5
408.00 Dir Community Serv	$37,352	$30,000	$35,097	$40,000	$46,062	19
409.00 Dir Publications	$24,490	$21,000	$22,980	$26,000	$29,820	4
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$21,001	$18,462	$20,161	$21,840	$32,281	4
410.00 Dir Info Office	$34,017	$20,161	$28,644	$39,390	$41,344	6
STUDENT SERVICES						
501.00 Chf Student Aff Off	$44,122	$35,000	$41,883	$45,802	$51,600	58
501.50 Dean of Students	$41,988	$23,700	$41,285	$43,450	$49,597	17
502.00 Chief Admissions Off	$34,584	$25,000	$32,000	$35,151	$37,906	33
502.10 Assc Dir Admissions	$25,748	$17,885	$22,500	$26,954	$28,620	14
502.20 Admissions Counselor	$22,430	$16,500	$20,193	$23,836	$31,500	32
502.30 Academic Advisor	$29,385	$22,000	$28,807	$29,962	$41,553	4
503.00 Dir Adm & Registrar	$32,761	$29,784	$31,289	$33,844	$38,289	10
504.00 Registrar	$26,368	$20,161	$25,550	$28,435	$34,190	47
504.10 Assc Registrar	$20,441	$18,900	$20,295	$20,586	$21,840	6
504.20 Asst Registrar	$20,487	$13,600	$19,770	$21,203	$26,143	8
505.00 Dir Adm/Fin Aid	$29,000	$19,838	$26,100	$29,631	$41,736	9
506.00 Dir Student Fin Aid	$27,600	$21,395	$26,143	$30,697	$35,000	57
506.10 Assc Dir Std Fin Aid	$20,792	$17,945	$20,253	$22,000	$23,760	14
507.00 Dir Food Services	$21,037	$17,000	$20,086	$23,535	$31,400	14
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Residence Halls	$21,308	$16,915	$21,000	$24,000	$26,143	14
508.10 Assc Dir Std Housing	*	*	*	*	*	1
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	$19,110	$17,000	$18,720	$19,500	$21,818	4
509.00 Dir Union/Std Act	*	*	*	*	*	2
510.00 Dir Foreign Students	*	*	*	*	*	2
512.00 Dir Std Activities	$23,341	$21,000	$22,272	$25,000	$31,084	16
513.00 Dir Career Dev-Plcmt	$26,736	$23,329	$26,033	$27,290	$34,354	26
514.00 Dir Std Counseling	$30,754	$24,140	$29,000	$33,200	$37,057	36
514.10 Assc Dir Std Cnslg	$26,092	$23,850	$25,799	$26,385	$30,321	6
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$22,894	$21,300	$22,800	$22,988	$29,131	6
517.00 Dir Campus Ministries	$24,077	$16,000	$22,969	$25,184	$32,000	4
518.00 Dir Athletics	$31,475	$24,100	$26,400	$33,217	$37,092	21
522.00 Dir Campus Rec	$18,211	$12,000	$18,211	$18,211	$20,604	4
523.00 Chief Enrollment Mgmt	*	*	*	*	*	2
524.00 Dir Minority Affairs	*	*	*	*	*	1
525.00 Dir Conferences	*	*	*	*	*	3

*3 cases or less

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.6 - $10.6 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$77,121	$71,140	$75,525	$78,716	$88,546	8
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$78,750	$69,523	$75,000	$82,000	$86,160	77
102.10 Asst to Ceo/Single	$34,820	$25,300	$34,156	$36,115	$48,316	20
103.00 Exec Vice Pres	$66,784	$55,900	$66,240	$67,327	$76,923	8
ACADEMIC						
201.00 Chief Acad Off	$59,000	$54,600	$57,205	$60,008	$64,776	79
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$37,920	$32,760	$36,443	$41,000	$47,078	57
203.10 Circulatn Librarian	$26,845	$22,248	$25,000	$28,629	$32,676	17
203.20 Acquistns Librarian	$29,600	$25,450	$25,600	$33,600	$35,525	6
203.30 Tech Serv Librarian	$27,412	$23,660	$26,300	$30,403	$33,833	23
203.40 Public Serv Librarian	$29,504	$21,460	$24,793	$32,320	$38,858	9
203.50 Reference Librarian	$34,240	$25,000	$33,917	$34,596	$37,163	21
204.00 Dir Instit Research	$39,995	$34,549	$39,150	$42,795	$45,918	31
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$30,738	$27,188	$29,847	$32,338	$44,102	25
206.00 Dir Learning Res Ctr	$41,385	$33,200	$38,500	$42,650	$48,737	32
207.00 Dir Internatl Std Ed	*	*	*	*	*	1
208.00 Dir Comp Ctr Opr/Acad	$39,300	$33,000	$35,500	$41,166	$49,446	17
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn Grants-Contract	$30,067	$22,754	$29,989	$32,912	$42,538	10
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$48,482	$40,609	$45,385	$49,032	$50,600	17
214.00 Dean,Business	$47,401	$39,219	$45,000	$48,924	$50,772	34
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$48,472	$42,505	$46,554	$50,090	$54,820	46
218.00 Dean,Education	$39,878	$39,346	$39,615	$40,140	$50,000	4
219.00 Dean,Engineering	$50,219	$42,300	$45,942	$51,693	$56,577	14
221.00 Dean,Extension	$44,010	$31,000	$38,929	$49,090	$56,783	6
222.00 Dean,Fine Arts	$37,827	$34,900	$35,939	$39,715	$45,127	4
224.00 Dean,Hlth-Rltd Prof	$46,265	$43,420	$45,952	$47,278	$48,482	18
226.00 Dean,Humanities	$48,220	$46,209	$47,896	$50,072	$52,002	15
227.00 Dean,Instruction	$50,085	$44,040	$50,000	$50,170	$61,903	6
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$45,999	$33,072	$43,353	$50,166	$56,358	9
232.00 Dean,Music	*	*	*	*	*	1
233.00 Dean,Nursing	$45,469	$38,867	$42,679	$48,050	$49,471	10
234.00 Dean,Occ Std/Voc Ed	$48,786	$43,839	$46,994	$50,701	$57,970	30
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$47,635	$40,883	$45,880	$48,250	$54,777	13
238.00 Dean,Social Sciences	$48,220	$36,600	$42,588	$51,724	$56,025	9
240.00 Dean,Special Programs	$38,774	$34,495	$35,773	$43,000	$46,434	14
241.00 Dean,Undergrad Prog	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$56,848	$50,000	$54,575	$58,122	$61,672	80
301.01 Chief Admin Off	$51,304	$42,000	$47,229	$51,860	$58,055	9
301.02 Chief Financial Off	$41,647	$34,871	$41,224	$43,008	$46,110	13
301.10 Dir Env Health-Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	$27,291	$20,750	$22,254	$32,328	$36,917	4
302.00 Chief Planning Off	$50,086	$46,434	$47,936	$54,728	$57,587	7
303.00 Chief Budgeting Off	*	*	*	*	*	3
303.10 Assc Budget Dir	$29,104	$23,611	$28,036	$30,172	$49,186	4
306.00 Chf Personnel/HR Off	$33,179	$23,500	$30,000	$37,443	$41,294	31
306.10 Assc Dir Pers/HR	$27,000	$23,466	$25,279	$27,783	$36,417	5
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$34,518	$21,300	$31,775	$37,260	$40,500	4
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$35,044	$30,134	$33,632	$35,940	$45,000	19
309.00 Chief Inform Sys Off	$40,566	$34,236	$37,615	$42,259	$47,432	29
309.10 Assc Dir Computer Ctr	$34,459	$28,234	$32,987	$34,740	$37,340	12
309.20 Data Base Admin	$34,089	$15,500	$34,000	$34,178	$48,180	4
309.30 Sys Analyst I-Hi	$30,810	$29,229	$29,973	$32,085	$34,778	10
309.40 Sys Analyst II-Lo	*	*	*	*	*	2
309.50 Prog Analyst I-Hi	$27,440	$24,400	$26,903	$28,573	$30,160	16
309.60 Prog Analyst II-Lo	$24,497	$21,505	$24,093	$25,618	$33,532	13
310.00 Dir Comp Ctr Opr/Ad	$40,103	$30,544	$35,996	$42,312	$44,012	18
310.10 Assc Dir Comp Ctr	$30,283	$19,000	$27,184	$33,382	$37,248	8
312.00 Chf Phys Plnt/Fac	$35,020	$30,000	$33,329	$36,244	$42,732	61
312.10 Assc Dir Phys Plnt	$27,902	$25,833	$27,000	$29,062	$35,257	14
312.20 Mgr Landscape/Grnds	$23,999	$21,393	$23,466	$24,783	$28,170	10
312.30 Mgr Bldg Mnt Trades	$24,000	$22,660	$23,880	$24,406	$26,366	7
312.40 Mgr Tech Trades	*	*	*	*	*	1
312.50 Mgr Custodial Srv	$22,660	$16,637	$19,098	$23,171	$27,290	17
312.60 Mgr Power Plant	*	*	*	*	*	1
313.00 Comptroller	$35,139	$28,972	$33,499	$39,250	$44,858	30
313.10 Manager Payroll	$23,020	$18,501	$22,370	$25,326	$30,303	10
314.00 Dir Accounting	$30,784	$27,952	$30,320	$31,700	$36,640	21
314.10 Staff Accountant-Hi	$26,613	$22,639	$25,960	$27,125	$29,952	13
314.20 Staff Accountant-Lo	$22,759	$18,598	$21,413	$23,831	$25,410	12
315.00 Bursar	$27,525	$25,245	$27,249	$27,800	$28,743	8
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$25,028	$21,058	$23,584	$26,604	$32,730	36
316.10 Assc Dir Purchasing	$26,986	$18,252	$26,000	$27,972	$30,176	4

*3 cases or less

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.6 - $10.6 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
317.00 Dir Bookstore	$22,818	$19,740	$21,000	$23,374	$25,272	43
317.10 Assc Dir Bookstore	$18,360	$16,416	$16,576	$18,442	$25,188	7
318.00 Dir Internal Audit	$33,480	$31,320	$33,300	$33,660	$36,640	4
319.00 Dir Aux Services	$34,293	$30,285	$32,672	$36,000	$44,025	9
319.10 Mgr Mail Services	$20,985	$17,020	$20,869	$21,100	$22,040	8
320.00 Dir Campus Security	$25,647	$20,300	$24,093	$26,836	$28,757	22
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,000	$35,000	$39,359	$45,231	$51,880	27
401.10 Dir Annual Giving	$30,000	$27,065	$29,565	$34,950	$40,195	5
401.20 Dir Corp/Fndtn Rel	$32,536	$28,875	$31,452	$33,620	$37,000	6
401.30 Coord Res Dev	*	*	*	*	*	1
402.00 Chf Public Rel Off	$32,635	$27,500	$30,877	$33,539	$38,858	31
403.00 Chf Dev/Pub Rel Off	$41,580	$30,000	$37,614	$44,290	$46,508	11
404.00 Dir Alumni Affairs	$22,139	$20,853	$21,200	$23,077	$26,000	4
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$38,628	$28,066	$35,278	$40,644	$51,072	23
409.00 Dir Publications	*	*	*	*	*	2
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$21,569	$18,598	$20,800	$23,136	$32,687	13
410.00 Dir Info Office	$32,172	$25,750	$31,130	$33,100	$34,659	16
411.00 Dir News Bureau	*	*	*	*	*	1
STUDENT SERVICES						
501.00 Chf Student Aff Off	$51,585	$43,704	$49,000	$52,901	$56,300	69
501.50 Dean of Students	$49,515	$42,400	$48,370	$50,393	$59,000	18
502.00 Chief Admissions Off	$35,324	$31,954	$34,871	$35,844	$40,521	32
502.10 Assc Dir Admissions	$25,725	$21,525	$23,138	$26,250	$28,500	14
502.20 Admissions Counselor	$24,672	$19,000	$23,038	$26,845	$32,260	25
502.30 Academic Advisor	$28,824	$20,750	$27,951	$33,898	$35,868	11
503.00 Dir Adm & Registrar	$39,775	$35,004	$38,496	$41,550	$49,708	37
504.00 Registrar	$36,132	$27,412	$33,958	$40,010	$44,970	34
504.10 Assc Registrar	$24,408	$21,504	$24,093	$24,722	$29,120	8
504.20 Asst Registrar	$24,252	$17,190	$20,974	$24,606	$31,372	5
505.00 Dir Adm/Fin Aid	$41,289	$30,790	$40,920	$43,000	$49,246	9
506.00 Dir Student Fin Aid	$34,125	$28,880	$31,430	$35,979	$39,722	71
506.10 Assc Dir Std Fin Aid	$23,600	$21,000	$22,896	$24,454	$27,050	17
507.00 Dir Food Services	$26,000	$18,850	$22,790	$27,871	$33,754	15
508.00 Dir Residence Halls	$25,000	$21,176	$24,975	$26,423	$37,391	5
508.20 Housing Off/Adm Opr	*	*	*	*	*	2
508.30 Housing Off/Res Life	$23,117	$19,534	$21,234	$25,000	$25,303	6
509.00 Dir Union/Std Act	$25,680	$24,524	$25,560	$25,800	$39,507	4
510.00 Dir Foreign Students	*	*	*	*	*	2
511.00 Dir Student Union	*	*	*	*	*	3
512.00 Dir Std Activities	$28,289	$22,891	$26,141	$30,810	$39,727	34
513.00 Dir Career Dev-Plcmt	$31,982	$26,112	$31,395	$34,590	$38,318	30
514.00 Dir Std Counseling	$35,621	$29,925	$34,082	$38,646	$43,406	42
514.10 Assc Dir Std Cnslg	$25,000	$21,620	$23,500	$32,371	$44,176	5
516.00 Dir Std Hlth-Nurse	$23,575	$18,175	$22,650	$24,500	$30,281	8
517.00 Dir Campus Ministries	*	*	*	*	*	3
518.00 Dir Athletics	$40,007	$37,704	$38,943	$41,605	$50,774	20
519.00 Dir Sports Info	$26,555	$19,950	$23,618	$29,492	$31,590	4
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	$29,762	$20,000	$23,004	$36,520	$45,650	4
523.00 Chief Enrollment Mgmt	$38,825	$32,294	$34,000	$43,650	$51,480	4
524.00 Dir Minority Affairs	$29,510	$29,120	$29,500	$29,520	$34,950	6
525.00 Dir Conferences	$43,928	$19,107	$32,581	$45,611	$47,897	5

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $10.6 - $19 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$83,900	$75,000	$81,000	$89,669	$90,612	19
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$85,134	$73,000	$82,500	$88,664	$94,487	69
102.10 Asst to Ceo/Single	$40,869	$35,463	$36,800	$46,056	$57,000	19
103.00 Exec Vice Pres	$64,881	$58,050	$64,304	$65,457	$71,638	8
ACADEMIC						
201.00 Chief Acad Off	$62,429	$57,993	$61,268	$64,829	$72,000	74
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$44,863	$38,296	$43,680	$46,232	$51,300	48
203.10 Circulatn Librarian	$26,079	$22,502	$24,010	$29,207	$38,440	10
203.20 Acquistns Librarian	$33,583	$23,400	$31,915	$35,250	$48,093	8
203.30 Tech Serv Librarian	$33,429	$25,949	$32,575	$37,714	$41,194	28
203.40 Public Serv Librarian	$38,082	$29,148	$35,417	$39,574	$46,985	20
203.50 Reference Librarian	$30,745	$25,708	$29,164	$32,881	$40,548	21
204.00 Dir Instit Research	$40,275	$35,690	$39,036	$42,920	$49,000	28
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	$37,188	$30,110	$34,918	$41,740	$48,169	20
206.00 Dir Learning Res Ctr	$43,000	$38,203	$41,122	$43,754	$50,137	42
208.00 Dir Comp Ctr Opr/Acad	$39,150	$32,313	$35,265	$41,000	$48,073	12
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	3
209.00 Admn Grants-Contract	$46,250	$30,970	$37,836	$46,736	$60,836	17
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$50,978	$45,900	$47,812	$52,074	$56,726	9
213.00 Dean,Arts & Sciences	$53,107	$46,100	$50,472	$55,989	$64,240	26
214.00 Dean,Business	$48,271	$37,500	$47,082	$49,842	$54,952	38
215.00 Dean,Communications	$46,391	$43,865	$45,343	$47,505	$49,955	10
216.00 Dean,Continuing Ed	$50,130	$42,414	$47,233	$52,644	$57,345	54
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$49,929	$46,423	$48,825	$51,032	$53,550	6
219.00 Dean,Engineering	$55,165	$40,000	$53,767	$55,303	$69,294	9
221.00 Dean,Extension	$49,382	$43,000	$49,043	$50,100	$55,138	9
222.00 Dean,Fine Arts	*	*	*	*	*	3
224.00 Dean,Hlth-Rltd Prof	$49,729	$44,551	$48,456	$53,525	$55,845	26
226.00 Dean,Humanities	$50,853	$41,635	$47,407	$52,375	$55,303	17
227.00 Dean,Instruction	$58,990	$55,896	$57,854	$60,425	$63,197	10
229.00 Dean,Lib & Inf Sci	$52,400	$47,106	$52,381	$52,419	$59,730	8
230.00 Dean,Mathematics	$47,298	$35,548	$41,963	$50,000	$52,132	12
233.00 Dean,Nursing	$46,908	$43,549	$46,143	$47,974	$51,818	16
234.00 Dean,Occ Std/Voc Ed	$51,100	$43,090	$49,333	$52,938	$60,576	49
237.00 Dean,Sciences	$50,238	$45,000	$49,466	$50,956	$60,748	16
238.00 Dean,Social Sciences	$48,747	$42,822	$46,646	$50,098	$56,189	20
240.00 Dean,Special Programs	$40,812	$34,541	$38,750	$43,019	$53,213	15
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$61,571	$53,317	$59,584	$63,934	$70,887	70
301.01 Chief Admin Off	$58,125	$53,000	$56,800	$61,436	$64,829	16
301.02 Chief Financial Off	$46,981	$40,327	$45,016	$48,628	$54,924	18
301.10 Dir Env Health-Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$43,136	$37,927	$41,829	$44,936	$49,543	5
302.00 Chief Planning Off	$54,441	$48,324	$51,163	$56,100	$62,800	16
303.00 Chief Budgeting Off	$46,754	$37,200	$42,450	$47,531	$57,373	11
303.10 Assc Budget Dir	*	*	*	*	*	2
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$44,264	$37,614	$42,611	$47,739	$52,548	40
306.10 Assc Dir Pers/HR	$29,984	$28,125	$29,817	$30,981	$37,727	5
306.20 Manager Benefits	$25,500	$24,152	$25,358	$26,709	$30,724	5
306.30 Manager Training-Dev	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	3
307.00 Dir AA/EEO	$47,938	$40,122	$46,800	$49,075	$50,000	6
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$38,791	$31,050	$36,554	$42,814	$49,882	32
309.00 Chief Inform Sys Off	$47,835	$43,000	$45,000	$50,500	$58,672	42
309.10 Assc Dir Computer Ctr	$34,425	$30,050	$33,500	$40,000	$47,869	11
309.20 Data Base Admin	$37,974	$36,578	$37,473	$38,474	$40,814	6
309.30 Sys Analyst I-Hi	$34,391	$27,463	$31,400	$35,643	$44,722	17
309.40 Sys Analyst II-Lo	*	*	*	*	*	2
309.50 Prog Analyst I-Hi	$30,885	$26,595	$29,525	$32,777	$39,781	30
309.60 Prog Analyst II-Lo	$27,501	$23,820	$26,400	$27,668	$30,307	21
310.00 Dir Comp Ctr Opr/Ad	$42,287	$35,684	$42,026	$46,385	$48,407	17
310.10 Assc Dir Comp Ctr	$37,300	$34,056	$37,096	$37,503	$38,478	6
312.00 Chf Phys Plnt/Fac	$42,842	$36,000	$42,000	$46,162	$50,650	71
312.10 Assc Dir Phys Plnt	$31,618	$28,357	$30,600	$33,300	$35,800	18
312.20 Mgr Landscape/Gmds	$27,775	$22,428	$26,424	$29,595	$32,948	15
312.30 Mgr Bldg Mnt Trades	$31,765	$26,700	$31,200	$31,800	$38,075	13
312.40 Mgr Tech Trades	$29,308	$25,950	$28,875	$29,740	$32,858	4
312.50 Mgr Custodial Srv	$31,006	$23,388	$26,549	$31,602	$35,624	24
312.60 Mgr Power Plant	$35,550	$28,725	$31,524	$39,576	$45,487	4
313.00 Comptroller	$42,280	$35,788	$40,799	$43,905	$50,000	42
313.10 Manager Payroll	$25,953	$20,633	$25,276	$29,000	$30,360	22
314.00 Dir Accounting	$33,537	$31,100	$33,411	$34,895	$42,756	22
314.10 Staff Accountant-Hi	$27,910	$23,847	$27,192	$30,216	$35,538	25
314.20 Staff Accountant-Lo	$23,000	$17,289	$20,598	$24,435	$29,511	15
315.00 Bursar	$31,345	$27,076	$28,430	$39,912	$42,352	12
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$32,490	$28,013	$31,478	$35,369	$38,866	35
316.10 Assc Dir Purchasing	$26,608	$24,235	$24,829	$28,386	$32,550	4
317.00 Dir Bookstore	$28,825	$23,132	$28,000	$30,410	$34,674	39

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $10.6 - $19 MILLION

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
317.10 Assc Dir Bookstore	$24,597	$19,517	$23,904	$25,289	$28,854	8
318.00 Dir Internal Audit	$33,856	$31,125	$33,728	$34,463	$37,631	10
319.00 Dir Aux Services	$43,469	$32,775	$42,876	$44,405	$50,125	13
319.10 Mgr Mail Services	$27,499	$21,984	$26,805	$28,173	$31,571	10
320.00 Dir Campus Security	$30,732	$23,843	$28,040	$32,690	$40,716	37
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,222	$39,074	$44,250	$52,000	$62,600	31
401.10 Dir Annual Giving	$37,000	$27,300	$34,000	$40,000	$40,021	6
401.20 Dir Corp/Fndtn Rel	$40,680	$32,500	$34,856	$42,800	$46,500	9
401.30 Coord Res Dev	*	*	*	*	*	3
402.00 Chf Public Rel Off	$37,644	$30,507	$36,040	$41,200	$48,149	35
403.00 Chf Dev/Pub Rel Off	$46,977	$41,593	$45,178	$48,847	$55,778	10
404.00 Dir Alumni Affairs	$29,208	$21,776	$26,250	$34,500	$39,000	7
405.00 Dir Dev/Alumni Aff	$37,900	$28,573	$32,000	$43,800	$47,000	6
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$42,125	$35,853	$38,968	$44,608	$54,000	24
409.00 Dir Publications	$35,018	$27,042	$33,007	$36,486	$38,162	15
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$26,495	$23,200	$26,000	$27,354	$28,620	16
410.00 Dir Info Office	$32,526	$27,802	$30,176	$35,086	$40,389	30
411.00 Dir News Bureau	*	*	*	*	*	2
STUDENT SERVICES						
501.00 Chf Student Aff Off	$57,993	$51,444	$54,776	$60,985	$66,573	65
501.50 Dean of Students	$53,268	$44,750	$50,739	$54,404	$57,556	22
502.00 Chief Admissions Off	$40,381	$34,452	$39,297	$44,716	$50,887	40
502.10 Assc Dir Admissions	$28,000	$24,840	$26,500	$33,325	$38,912	9
502.20 Admissions Counselor	$26,479	$22,200	$25,654	$27,193	$30,209	23
502.30 Academic Advisor	$30,709	$25,797	$28,094	$35,235	$39,487	10
503.00 Dir Adm & Registrar	$45,668	$39,847	$43,350	$47,374	$53,835	30
504.00 Registrar	$39,500	$32,550	$36,950	$41,111	$49,344	47
504.10 Assc Registrar	$29,283	$27,353	$28,991	$32,807	$36,754	5
504.20 Asst Registrar	$24,884	$18,340	$24,200	$25,849	$28,639	9
505.00 Dir Adm/Fin Aid	$54,788	$49,197	$53,328	$55,721	$58,327	5
506.00 Dir Student Fin Aid	$39,745	$33,586	$37,940	$41,222	$48,013	72
506.10 Assc Dir Std Fin Aid	$27,656	$21,260	$25,560	$30,234	$32,100	16
507.00 Dir Food Services	$31,730	$27,400	$29,500	$32,775	$36,000	11
507.10 Assc Dir Food Serv	*	*	*	*	*	2
508.00 Dir Residence Halls	$33,299	$27,250	$31,476	$39,236	$39,810	12
508.10 Assc Dir Std Housing	*	*	*	*	*	3
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	$25,250	$22,211	$24,000	$26,500	$30,200	4
509.00 Dir Union/Std Act	$42,707	$38,051	$40,692	$44,722	$44,906	6
510.00 Dir Foreign Students	*	*	*	*	*	2
511.00 Dir Student Union	*	*	*	*	*	1
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$30,594	$24,200	$27,000	$34,108	$39,605	44
513.00 Dir Career Dev-Plcmt	$35,788	$27,559	$33,720	$38,471	$45,112	37
514.00 Dir Std Counseling	$45,589	$38,296	$42,968	$46,500	$52,632	53
514.10 Assc Dir Std Cnslg	$35,312	$30,450	$34,682	$35,941	$36,700	4
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$26,390	$20,458	$24,699	$26,939	$30,637	15
518.00 Dir Athletics	$39,589	$34,176	$37,671	$43,173	$53,319	38
519.00 Dir Sports Info	*	*	*	*	*	2
522.00 Dir Campus Rec	$24,116	$20,122	$21,834	$32,189	$47,252	7
523.00 Chief Enrollment Mgmt	$40,950	$32,000	$37,450	$44,678	$47,417	9
524.00 Dir Minority Affairs	$33,485	$23,142	$29,134	$35,831	$45,137	10
525.00 Dir Conferences	$35,956	$28,000	$35,320	$36,592	$46,405	6

*3 cases or less

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $19 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$97,524	$88,021	$95,000	$100,000	$106,794	37
101.10 Asst to Ceo/System	$50,170	$42,164	$48,656	$53,942	$71,488	15
102.00 Ceo / Single Inst	$95,688	$85,000	$91,300	$99,076	$111,540	55
102.10 Asst to Ceo/Single	$51,778	$39,192	$45,000	$53,352	$67,428	21
103.00 Exec Vice Pres	$75,400	$68,537	$74,957	$78,280	$84,041	21
ACADEMIC						
201.00 Chief Acad Off	$76,497	$67,500	$73,796	$78,350	$84,066	79
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$52,553	$40,047	$48,450	$54,309	$57,740	58
203.10 Circulatn Librarian	$39,198	$33,371	$36,704	$43,766	$52,380	16
203.20 Acquistns Librarian	$38,199	$29,574	$35,998	$41,065	$50,274	17
203.30 Tech Serv Librarian	$36,873	$30,072	$34,778	$38,228	$44,416	38
203.40 Public Serv Librarian	$40,077	$33,436	$39,097	$42,212	$45,728	17
203.50 Reference Librarian	$37,270	$30,405	$36,481	$43,575	$50,098	30
204.00 Dir Instit Research	$50,729	$42,525	$48,400	$52,858	$61,492	61
204.10 Assc Dir Inst Res	$36,416	$30,991	$33,954	$40,880	$48,672	11
205.00 Dir Educ Media Serv	$43,201	$36,417	$41,235	$46,486	$54,155	38
206.00 Dir Learning Res Ctr	$53,352	$43,300	$51,925	$59,042	$66,035	49
207.00 Dir Internatl Std Ed	$44,715	$42,468	$43,315	$46,114	$54,200	4
208.00 Dir Comp Ctr Opr/Acad	$52,601	$43,502	$48,800	$53,833	$63,750	17
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn Grants-Contract	$45,908	$36,362	$41,979	$48,202	$55,179	34
211.00 Dean,Agriculture	$62,000	$39,686	$52,836	$62,269	$63,174	5
212.00 Dean,Arts & Letters	$56,343	$43,500	$55,799	$58,618	$69,415	11
213.00 Dean,Arts & Sciences	$62,845	$55,369	$58,960	$64,973	$72,347	26
214.00 Dean,Business	$56,974	$49,630	$55,584	$59,660	$65,925	60
215.00 Dean,Communications	$63,770	$46,811	$56,700	$67,404	$69,374	11
216.00 Dean,Continuing Ed	$56,704	$46,577	$52,714	$62,007	$66,900	49
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$54,189	$48,324	$53,582	$60,918	$63,850	7
219.00 Dean,Engineering	$61,560	$51,940	$60,384	$62,264	$68,253	23
221.00 Dean,Extension	$66,923	$55,922	$62,944	$69,072	$70,000	13
222.00 Dean,Fine Arts	$59,670	$51,838	$55,803	$63,500	$72,749	12
224.00 Dean,Hlth-Rltd Prof	$57,797	$45,526	$54,065	$63,546	$67,522	43
225.00 Dean,Home Economics	$60,843	$34,680	$60,768	$60,918	$67,020	4
226.00 Dean,Humanities	$62,300	$50,992	$57,333	$65,685	$67,430	29
227.00 Dean,Instruction	$64,636	$59,209	$61,807	$68,100	$69,111	11
228.00 Dean,Law	$47,018	$37,080	$44,078	$49,957	$52,807	4
229.00 Dean,Lib & Inf Sci	$54,575	$50,715	$52,530	$56,620	$64,264	6
230.00 Dean,Mathematics	$57,024	$48,118	$55,549	$59,359	$64,810	25
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$56,622	$43,232	$54,189	$61,714	$66,013	17
234.00 Dean,Occ Std/Voc Ed	$62,079	$53,081	$57,833	$63,769	$66,357	41
237.00 Dean,Sciences	$58,853	$47,675	$55,820	$65,036	$69,313	23
238.00 Dean,Social Sciences	$61,057	$50,784	$57,512	$63,567	$69,374	28
240.00 Dean,Special Programs	$58,178	$52,487	$55,393	$61,219	$64,264	17
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$74,302	$60,700	$70,353	$77,039	$83,650	72
301.01 Chief Admin Off	$72,290	$63,396	$68,700	$74,686	$79,818	16
301.02 Chief Financial Off	$64,770	$55,525	$62,513	$66,625	$70,291	31
301.10 Dir Env Health-Safety	$44,088	$39,976	$40,216	$47,959	$52,988	6
301.20 Dir Telecommunic	$45,054	$40,512	$42,800	$45,393	$51,128	11
302.00 Chief Planning Off	$65,790	$50,760	$63,968	$66,800	$76,279	23
303.00 Chief Budgeting Off	$46,768	$38,797	$43,880	$52,246	$57,911	30
303.10 Assc Budget Dir	$38,916	$30,725	$33,916	$45,506	$60,011	10
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	$65,000	$51,251	$58,751	$66,375	$70,283	5
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$58,959	$42,482	$54,460	$64,169	$70,891	60
306.10 Assc Dir Pers/HR	$43,092	$35,580	$41,350	$44,621	$58,992	26
306.20 Manager Benefits	$30,640	$25,513	$30,105	$31,554	$35,850	23
306.30 Manager Training-Dev	$36,919	$31,920	$33,238	$45,942	$50,357	12
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$31,122	$28,181	$30,142	$35,350	$40,309	15
306.70 Mgr Wage-Sal/Mgr.Comp	$48,816	$32,989	$43,015	$51,743	$57,646	5
306.80 Mgr Personnel Inf Sys	$35,893	$26,928	$33,618	$37,693	$47,726	10
307.00 Dir AA/EEO	$48,500	$39,021	$42,120	$50,310	$55,519	21
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$52,845	$43,963	$49,062	$56,475	$62,366	22
309.00 Chief Inform Sys Off	$61,369	$49,885	$58,548	$63,879	$68,237	48
309.10 Assc Dir Computer Ctr	$48,825	$39,736	$47,497	$54,023	$59,300	19
309.20 Data Base Admin	$46,793	$38,651	$44,970	$48,721	$49,137	11
309.30 Sys Analyst I-Hi	$39,337	$34,871	$37,996	$41,233	$44,793	29
309.40 Sys Analyst II-Lo	$33,935	$27,737	$33,024	$34,020	$38,850	13
309.50 Prog Analyst I-Hi	$37,644	$32,800	$35,616	$40,058	$42,713	43
309.60 Prog Analyst II-Lo	$28,964	$24,782	$27,126	$31,506	$34,864	34
310.00 Dir Comp Ctr Opr/Ad	$55,765	$43,862	$49,507	$59,824	$64,673	22
310.10 Assc Dir Comp Ctr	$42,105	$36,725	$39,620	$42,429	$48,629	10
312.00 Chf Phys Plnt/Fac	$53,089	$44,800	$50,600	$54,495	$62,105	66
312.10 Assc Dir Phys Plnt	$40,701	$34,800	$38,520	$43,437	$48,660	41
312.20 Mgr Landscape/Gmds	$30,634	$23,796	$29,869	$32,453	$36,304	26
312.30 Mgr Bldg Mnt Trades	$36,048	$28,468	$34,694	$39,361	$43,785	22
312.40 Mgr Tech Trades	$34,895	$32,365	$34,389	$36,451	$37,694	10
312.50 Mgr Custodial Srv	$32,050	$25,736	$30,118	$33,636	$37,379	29
312.60 Mgr Power Plant	$34,102	$31,451	$33,492	$34,712	$49,787	8
313.00 Comptroller	$55,178	$46,410	$54,014	$57,347	$62,074	42

*3 cases or less

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $19 MILLION OR MORE

CUPA 1991-92 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$32,520	$26,000	$29,184	$33,782	$38,829	41
314.00 Dir Accounting	$43,311	$33,948	$41,738	$46,801	$53,721	37
314.10 Staff Accountant-Hi	$35,200	$28,688	$32,875	$37,990	$42,381	33
314.20 Staff Accountant-Lo	$30,300	$24,009	$28,813	$31,457	$35,523	25
315.00 Bursar	$38,994	$28,741	$37,566	$42,789	$52,029	24
315.10 Assc Bursar	$32,918	$31,824	$32,668	$33,168	$34,661	4
316.00 Dir Purchasing	$41,163	$34,987	$39,060	$43,502	$48,896	54
316.10 Assc Dir Purchasing	$37,143	$26,339	$36,130	$38,155	$46,330	9
317.00 Dir Bookstore	$39,159	$32,057	$36,827	$40,535	$42,786	40
317.10 Assc Dir Bookstore	$31,443	$27,025	$30,205	$33,108	$41,613	17
318.00 Dir Internal Audit	$38,460	$34,000	$35,200	$44,120	$48,776	19
319.00 Dir Aux Services	$45,875	$36,329	$43,675	$52,000	$59,028	21
319.10 Mgr Mail Services	$23,490	$21,285	$21,828	$25,755	$31,766	15
320.00 Dir Campus Security	$39,639	$31,681	$38,270	$41,400	$48,997	48
321.00 Dir Risk Mgt/Ins	$49,010	$38,256	$43,575	$54,444	$65,220	4
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$58,414	$45,000	$55,734	$60,648	$73,800	36
401.10 Dir Annual Giving	$36,324	$30,135	$35,343	$39,461	$41,439	7
401.20 Dir Corp/Fndtn Rel	$49,259	$38,509	$49,062	$49,455	$53,058	8
401.30 Coord Res Dev	$38,938	$32,850	$35,476	$41,938	$49,131	10
402.00 Chf Public Rel Off	$49,164	$37,959	$45,195	$53,563	$63,425	40
402.10 Dir Gov/Leg Rel	*	*	*	*	*	3
403.00 Cnf Dev/Pub Rel Off	$69,558	$49,224	$67,692	$79,000	$80,055	9
404.00 Dir Alumni Affairs	$31,418	$28,680	$28,684	$34,320	$35,000	7
405.00 Dir Dev/Alumni Aff	$45,000	$37,896	$42,372	$48,510	$49,055	7
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$53,034	$43,317	$49,016	$55,000	$60,510	22
409.00 Dir Publications	$38,018	$32,000	$34,788	$39,140	$41,812	21
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$35,440	$26,461	$30,878	$39,529	$47,556	29
410.00 Dir Info Office	$41,668	$33,372	$36,850	$43,904	$49,236	28
411.00 Dir News Bureau	$36,568	$24,629	$33,273	$37,225	$38,413	5
STUDENT SERVICES						
501.00 Chf Student Aff Off	$67,924	$58,040	$63,986	$70,122	$77,168	76
501.50 Dean of Students	$56,100	$50,000	$54,738	$60,108	$72,347	28
502.00 Chief Admissions Off	$49,202	$40,736	$47,607	$50,976	$59,201	38
502.10 Assc Dir Admissions	$34,064	$32,193	$32,855	$34,824	$41,365	20
502.20 Admissions Counselor	$32,245	$26,914	$29,601	$33,568	$39,558	10
502.30 Academic Advisor	$30,245	$23,165	$29,416	$34,921	$36,485	12
503.00 Dir Adm & Registrar	$50,109	$40,000	$46,950	$55,721	$65,139	36
504.00 Registrar	$47,592	$35,900	$44,130	$52,300	$58,389	44
504.10 Assc Registrar	$39,041	$33,459	$36,788	$40,756	$46,593	20
504.20 Asst Registrar	$32,578	$29,993	$30,966	$33,055	$37,942	16
505.00 Dir Adm/Fin Aid	$61,998	$44,002	$58,080	$63,463	$65,481	5
506.00 Dir Student Fin Aid	$44,618	$35,000	$42,646	$47,802	$52,821	69
506.10 Assc Dir Std Fin Aid	$33,446	$26,000	$31,570	$33,623	$39,513	28
507.00 Dir Food Services	$26,725	$21,372	$25,376	$35,306	$49,200	9
507.10 Assc Dir Food Serv	$34,655	$16,473	$32,106	$37,203	$47,797	4
508.00 Dir Residence Halls	$43,396	$22,125	$40,924	$45,867	$46,975	4
508.10 Assc Dir Std Housing	*	*	*	*	*	2
508.30 Housing Off/Res Life	*	*	*	*	*	1
509.00 Dir Union/Std Act	*	*	*	*	*	3
510.00 Dir Foreign Students	$25,005	$22,096	$24,110	$25,900	$36,636	5
511.00 Dir Student Union	$28,305	$23,237	$27,790	$34,887	$53,752	5
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$42,563	$30,707	$38,978	$46,082	$51,472	52
513.00 Dir Career Dev-Plcmt	$40,547	$33,156	$37,784	$43,656	$47,279	52
514.00 Dir Std Counseling	$51,655	$45,475	$50,103	$55,320	$62,731	56
514.10 Assc Dir Std Cnslg	$40,943	$31,830	$40,804	$43,328	$46,559	9
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	$32,645	$27,750	$30,445	$35,452	$46,756	20
518.00 Dir Athletics	$52,275	$39,575	$48,800	$55,911	$59,204	38
519.00 Dir Sports Info	*	*	*	*	*	2
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	$27,907	$20,754	$23,460	$29,656	$37,261	12
523.00 Chief Enrollment Mgmt	$49,612	$35,500	$45,148	$54,075	$58,420	8
524.00 Dir Minority Affairs	$30,300	$27,000	$29,900	$43,500	$49,507	9
525.00 Dir Conferences	*	*	*	*	*	3

*3 cases or less

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	151,300	4.0	37	140,828	.7	4	112,430	4.0	21	*	3.0	1
101.10 Asst to Ceo/System	76,392	2.0	10	69,555	1.0	10	*	3.0	3	*	15.0	1
102.00 Ceo / Single Inst	135,750	4.0	129	115,000	2.0	9	102,750	6.0	224	92,925	3.0	29
102.10 Asst to Ceo/Single	67,990	3.0	37	58,800	5.0	48	58,491	4.0	64	44,100	3.0	64
103.00 Exec Vice Pres	120,742	3.0	35	92,390	4.0	7	78,717	5.0	33	67,850	6.5	6
ACADEMIC												
201.00 Chief Acad Off	115,934	2.0	136	104,750	3.0	20	85,373	3.0	217	83,181	3.0	49
202.00 Chf Hlth Prof Off	189,250	5.0	33	*	3.5	2	92,500	4.0	9	*	3.5	2
203.00 Dir Library Serv	77,985	7.0	91	83,400	3.0	65	57,577	9.0	158	54,080	5.0	97
203.10 Circulstn Librarian	38,046	5.5	32	34,539	6.0	80	32,779	5.0	30	29,081	5.0	110
203.20 Acquistns Librarian	42,337	10.0	34	39,312	5.0	77	38,161	9.0	46	32,220	8.0	96
203.30 Tech Serv Librarian	50,455	8.5	42	47,980	6.0	68	38,797	7.5	38	36,512	7.0	131
203.40 Public Serv Librarian	54,658	6.0	31	49,850	5.0	55	39,360	8.0	33	36,045	5.0	86
203.50 Reference Librarian	40,613	4.0	37	40,257	7.0	73	35,068	10.0	52	30,928	5.0	117
204.00 Dir Instit Research	62,244	6.0	65	55,000	5.0	41	52,000	6.0	84	45,666	4.0	55
204.10 Assc Dir Inst Res	47,080	4.0	28	40,380	2.5	18	40,218	3.0	21	34,578	3.0	11
205.00 Dir Educ Media Serv	51,061	7.0	74	47,800	10.0	15	38,736	8.0	106	33,000	5.0	28
206.00 Dir Learning Res Ctr	51,698	7.0	31	37,006	3.0	19	43,027	6.5	44	32,300	3.0	39
207.00 Dir Internatl Std Ed	57,132	3.5	50	41,904	3.0	26	49,800	5.0	51	38,907	2.5	16
208.00 Dir Comp Ctr Opr/Acad	72,504	5.0	69	67,500	3.0	9	49,115	5.0	80	49,532	7.0	21
208.10 Assc Dir CC Opr/Acad	54,770	4.0	33	47,400	2.0	5	45,492	6.0	29	40,008	4.0	10
209.00 Admn Grants-Contract	64,460	6.0	94	58,135	4.5	36	56,216	5.5	68	39,900	3.0	65
210.00 Dean,Architecture	94,650	3.5	50	*	*		85,540	4.7	4	*	*	
211.00 Dean,Agriculture	103,236	4.0	40	*	*		70,500	6.0	11	*	*	
212.00 Dean,Arts & Letters	93,263	7.0	17	114,000	1.0	4	71,917	2.0	35	66,270	1.5	8
213.00 Dean,Arts & Sciences	96,948	3.0	93	95,450	2.0	15	74,218	4.0	116	69,500	2.0	24
214.00 Dean,Business	108,862	4.0	144	*	8.5	2	79,100	4.0	181	69,351	2.5	16
215.00 Dean,Communications	93,875	5.5	26	82,659	3.0	5	55,587	2.0	11	*	8.0	2
216.00 Dean,Continuing Ed	81,619	5.0	64	75,415	3.0	23	63,044	5.5	78	54,602	3.0	42
217.00 Dean,Dentistry	124,848	5.5	24	*	*		109,548	6.5	4	*	*	
218.00 Dean,Education	89,300	3.0	95	90,103	4.0	20	70,007	4.0	123	71,200	4.0	39
219.00 Dean,Engineering	109,794	4.0	108	*	1.0	1	85,393	5.0	62	*	1.0	1
221.00 Dean,Extension	87,688	7.0	23	83,307	.7	4	60,827	4.5	8	74,030	4.0	4
222.00 Dean,Fine Arts	88,900	5.0	35	87,902	4.0	7	69,427	5.0	46	67,876	6.5	4
223.00 Dean,Graduate Program	90,270	4.0	105	79,800	3.0	14	65,000	4.0	105	63,933	3.5	40
224.00 Dean,Hlth-Rltd Prof	91,122	7.0	19	84,706	5.0	11	71,219	4.0	34	74,241	3.5	16
225.00 Dean,Home Economics	90,739	7.5	6	90,000	5.0	27	*	*		63,000	7.0	5
226.00 Dean,Humanities	90,904	7.0	11	97,000	3.0	5	65,000	2.5	18	62,950	3.0	12
227.00 Dean,Instruction	*	11.0	1	*	*		*	*		*	*	
228.00 Dean,Law	129,944	3.0	72	143,600	4.5	4	120,874	4.0	28	*	2.0	2
229.00 Dean,Lib & Inf Sci	85,538	5.0	24	85,150	2.5	10	63,414	6.0	9	65,679	4.0	7
230.00 Dean,Mathematics	84,600	2.0	9	*	4.0	1	52,850	2.5	14	*	7.0	1
231.00 Dean,Medicine	183,700	3.0	42	*	*		164,956	3.0	6	*	*	
232.00 Dean,Music	87,773	5.5	22	*	11.0	2	68,235	4.5	12	51,000	1.5	4
233.00 Dean,Nursing	*	6.0	3	92,711	4.0	69	*	13.0	3	67,600	4.0	61
234.00 Dean,Occ Std/Voc Ed	77,000	2.0	7	*	4.5	2	71,308	6.0	24	*	8.0	3
235.00 Dean,Pharmacy	105,000	7.0	35	*	*		87,006	4.0	9	*	8.0	1
236.00 Dean,Public Health	132,971	5.5	14	*	8.0	2	*	12.0	1	*	*	
237.00 Dean,Sciences	105,800	2.0	32	*	2.0	3	68,755	4.0	58	69,671	2.5	4
238.00 Dean,Social Sciences	98,208	3.5	18	*	4.0	2	69,510	6.0	27	52,850	2.0	5
239.00 Dean,Social Work	93,809	6.0	28	85,000	3.0	14	71,564	7.0	9	*	8.0	1
240.00 Dean,Special Programs	86,500	10.0	6	62,150	7.0	4	67,986	7.0	7	50,056	4.5	10
241.00 Dean,Undergrad Prog	84,759	4.0	18	73,150	3.0	11	66,000	6.0	19	54,600	3.0	11
242.00 Dean,Veterinary Sci	110,517	6.0	21	*	*		*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	101,000	5.5	116	105,490	4.0	12	80,000	6.0	207	71,749	3.5	16
301.01 Chief Admin Off	95,000	5.0	36	102,445	4.5	4	72,604	5.0	55	73,000	2.0	9
301.02 Chief Financial Off	81,500	4.0	68	96,000	3.0	7	67,726	6.0	79	55,292	2.0	16
301.10 Dir Env Health-Safety	54,319	6.0	91	55,947	2.0	7	41,821	3.0	40	34,727	3.5	10
301.20 Dir Telecommunic	58,925	5.0	83	48,424	5.0	32	43,275	4.0	72	41,406	4.0	26
302.00 Chief Planning Off	85,600	5.0	20	75,742	2.0	9	60,643	6.0	33	62,349	3.0	9
303.00 Chief Budgeting Off	65,000	5.0	78	62,500	4.0	32	53,004	7.0	77	47,700	4.0	36
303.10 Assc Budget Dir	57,411	7.0	35	45,594	4.0	30	44,100	5.0	20	33,505	3.0	27
304.00 Chief Plan-Budgt Off	86,280	6.5	24	73,437	5.0	6	70,952	7.0	16	52,952	3.0	7
305.00 General Counsel	87,950	7.0	65	74,440	4.5	26	61,700	6.0	33	60,832	2.5	12
305.10 Staff Attorneys	63,240	5.0	12	52,500	4.0	21	49,150	2.5	4	*	3.0	2
306.00 Chf Personnel/HR Off	67,684	5.0	91	65,000	3.0	57	53,350	7.0	106	48,883	4.0	102
306.10 Assc Dir Pers/HR	49,678	7.0	40	44,078	3.0	38	45,288	8.5	24	36,248	4.0	62
306.20 Manager Benefits	45,680	7.0	42	36,844	3.0	81	35,400	3.0	15	29,784	3.0	103
306.30 Manager Training-Dev	42,361	4.0	19	36,200	3.0	60	36,119	4.0	10	29,680	4.0	23
306.40 Manager Empl Relatns	46,680	7.5	16	37,500	5.0	27	45,680	2.0	8	34,320	2.0	5
306.50 Manager Labor Rel	48,736	5.0	21	47,310	6.0	8	49,837	3.0	6	*	1.0	3
306.60 Manager Employment	41,750	4.0	32	36,540	3.0	69	35,610	6.5	10	30,000	4.0	52
306.70 Mgr Wage-Sal/Mgr,Comp	46,200	3.5	28	38,541	3.0	62	34,335	4.0	20	31,856	2.5	24
306.80 Mgr Personnel Inf Sys	45,415	5.0	27	35,280	3.0	29	38,763	2.0	7	29,635	4.0	19
307.00 Dir AA/EEO	60,500	5.0	47	55,773	4.0	76	48,940	4.5	38	44,288	5.0	57
307.10 Assc Dir AA/EEO	35,700	2.0	13	38,802	3.0	28	*	2.0	1	36,500	2.5	12
308.00 Dir Pers-AA	50,702	14.0	5	46,500	3.0	7	49,638	7.0	14	41,350	5.0	26
309.00 Chief Inform Sys Off	78,832	5.0	103	78,918	3.0	7	60,770	8.0	159	52,388	2.0	13
309.10 Assc Dir Computer Ctr	64,743	6.0	30	*	3.0	3	48,208	6.0	49	42,755	9.0	10
309.20 Data Base Admin	51,891	6.0	48	47,653	5.0	16	38,553	4.0	42	37,798	6.0	17
309.30 Sys Analyst I-Hi	44,225	5.5	30	36,165	3.0	6	38,946	7.0	60	39,051	4.0	25
309.40 Sys Analyst II-Lo	35,999	3.0	18	33,292	2.0	8	30,371	3.0	36	30,979	3.5	20
309.50 Prog Analyst I-Hi	37,000	5.0	20	31,697	5.0	21	33,858	5.0	75	29,785	4.0	42
309.60 Prog Analyst II-Lo	29,079	3.0	10	28,221	3.0	17	27,578	2.5	40	27,140	2.0	37

*denotes 3 cases or fewer

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	66,185	6.0	75	64,850	3.5	16	50,042	7.0	95	45,790	7.0	23
310.10 Assc Dir Comp Ctr	57,372	6.0	35	62,067	5.0	7	44,417	4.0	32	43,224	8.0	9
312.00 Chf Phys Plnt/Fac	72,846	5.0	157	*	2.0	3	53,810	5.0	257	*	1.0	2
312.10 Assc Dir Phys Plnt	56,250	6.0	103	*	*		41,960	4.0	114	*	3.0	1
312.20 Mgr Landscape/Grnds	38,785	6.0	118	34,760	4.0	5	31,320	5.5	146	31,050	5.5	6
312.30 Mgr Bldg Mnt Trades	44,962	6.0	92	*	3.3	2	34,248	5.5	120	*	4.7	2
312.40 Mgr Tech Trades	44,976	5.0	54	*	*		36,257	5.0	51	*	2.5	2
312.50 Mgr Custodial Srv	37,380	5.0	105	36,225	2.0	17	32,305	6.0	131	25,375	4.0	34
312.60 Mgr Power Plant	44,564	6.0	87	*	1.0	1	37,000	6.5	82	*	*	
313.00 Comptroller	75,920	6.0	103	64,443	3.0	28	54,280	7.0	130	47,000	3.0	51
313.10 Manager Payroll	47,500	7.0	70	36,600	4.5	80	33,000	4.0	23	28,800	5.0	135
314.00 Dir Accounting	54,500	5.0	70	47,078	3.0	33	44,915	5.0	78	39,388	4.0	56
314.10 Staff Accountant-Hi	36,972	4.0	24	29,385	3.0	33	33,858	3.5	51	29,050	4.0	75
314.20 Staff Accountant-Lo	23,713	2.0	11	24,892	2.0	35	26,894	1.0	22	25,445	2.0	61
315.00 Bursar	50,200	6.0	55	45,500	4.0	38	38,735	5.0	54	34,716	6.0	67
315.10 Assc Bursar	38,900	5.0	16	31,400	3.0	15	30,730	8.0	5	29,264	4.0	24
316.00 Dir Purchasing	53,721	6.0	123	52,650	4.0	27	40,700	6.0	140	35,959	5.5	52
316.10 Assc Dir Purchasing	46,000	5.0	60	37,889	3.0	19	35,295	7.5	28	28,000	5.0	35
317.00 Dir Bookstore	48,841	5.0	81	41,014	5.0	14	39,525	10.0	88	29,010	5.0	58
317.10 Assc Dir Bookstore	36,494	5.0	25	33,212	5.0	20	26,300	6.0	23	24,000	3.0	22
318.00 Dir Internal Audit	58,972	7.0	91	50,750	2.0	31	42,780	4.0	51	38,163	5.0	32
319.00 Dir Aux Services	63,090	6.0	70	63,652	9.0	7	51,952	6.0	75	47,305	6.0	18
319.10 Mgr Mail Services	30,000	6.0	94	28,997	4.0	29	24,540	4.0	83	20,294	4.0	50
320.00 Dir Campus Security	53,637	6.0	153	58,065	2.0	8	40,048	5.0	217	34,501	2.0	17
321.00 Dir Risk Mgt/Ins	55,000	5.0	55	52,500	3.0	20	43,366	5.0	16	47,500	4.5	8
322.00 Admin Hosp Med Ctr	160,000	5.0	25	*	5.0	3	*	5.0	2	*	*	
322.10 Dir Med Ctr Pub Rel	54,840	5.0	9	55,871	5.5	16	*	*		*	4.0	1
322.20 Dir Med Ctr Pers	67,034	4.0	14	61,252	2.5	8	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Devnlopmnt Off	91,660	2.0	93	84,000	4.0	22	71,800	3.0	151	61,410	2.0	30
401.10 Dir Annual Giving	48,605	2.0	37	38,535	2.0	59	36,500	2.0	61	34,623	2.0	73
401.20 Dir Corp/Fndtn Rel	59,031	4.0	43	48,588	2.0	38	46,820	2.0	39	38,449	2.0	54
401.30 Coord Res Dev	39,480	2.0	15	37,000	3.0	30	34,570	2.0	12	28,250	3.0	42
401.40 Dir Estate Pln	66,000	6.0	31	54,000	3.0	13	50,500	3.0	29	46,870	3.5	12
402.00 Chf Public Rel Off	74,200	4.0	72	63,000	4.0	32	49,808	4.5	74	42,200	3.0	69
402.10 Dir Gov/Leg Rel	71,389	5.0	53	61,827	4.0	25	63,000	6.0	20	54,535	3.0	7
403.00 Chf Dev/Pub Rel Off	101,797	2.0	48	80,000	2.0	9	75,590	5.0	54	63,386	2.5	16
404.00 Dir Alumni Affairs	62,750	5.0	83	46,000	3.0	55	41,172	3.5	92	35,700	3.0	131
405.00 Dir Dev/Alumni Aff	69,928	3.0	15	33,061	4.5	4	47,500	1.5	20	47,300	1.0	17
406.00 Dir Spec/Defer Gifts	56,572	4.0	32	51,588	2.5	12	51,310	6.0	27	43,060	1.0	7
407.00 Dir Church Relations	54,080	6.0	7	*	*		41,000	4.0	13	*	3.0	3
408.00 Dir Community Serv	60,423	7.0	15	40,280	4.5	12	45,100	6.5	12	30,822	3.5	14
409.00 Dir Publications	48,672	6.0	51	43,725	3.0	63	40,032	6.0	52	33,000	4.0	74
409.10 Assc Dir Publicatns	31,000	4.0	11	34,409	3.0	25	32,932	3.0	18	28,663	3.0	31
409.20 Mgr Printing Srv	41,808	5.0	89	34,038	8.5	20	31,488	9.0	98	29,004	8.0	33
410.00 Dir Info Office	52,529	5.0	47	50,000	3.5	32	40,000	5.0	59	35,794	4.0	40
411.00 Dir News Bureau	43,948	4.0	33	41,217	4.0	36	33,261	5.0	36	32,639	3.0	45
STUDENT SERVICES												
501.00 Chf Student Aff Off	89,000	7.0	117	87,500	3.0	33	68,850	6.0	179	67,600	4.0	66
501.50 Dean of Students	60,152	5.0	49	60,500	4.0	31	55,000	5.0	57	44,250	3.0	48
502.00 Chief Admissions Off	59,900	6.0	94	51,948	3.0	42	52,000	5.0	160	44,450	4.0	63
502.10 Assc Dir Admissions	43,062	7.0	48	35,965	4.5	42	36,250	5.0	73	32,568	3.5	94
502.20 Admissions Counselor	35,124	1.0	9	21,943	3.5	18	24,000	2.0	44	23,165	2.0	61
502.30 Academic Advisor	41,323	5.0	5	29,032	3.0	13	32,475	5.0	17	27,573	3.0	42
503.00 Dir Adm & Registrar	67,800	10.0	21	67,901	4.5	4	53,117	7.0	18	49,676	6.5	8
504.00 Registrar	59,478	9.0	108	53,412	5.0	41	48,530	9.0	134	41,018	5.0	110
504.10 Assc Registrar	44,650	9.0	46	37,491	3.0	45	39,365	7.0	41	31,441	4.0	69
504.20 Asst Registrar	34,123	5.0	20	29,270	5.0	45	30,177	5.0	20	26,550	4.0	86
505.00 Dir Adm/Fin Aid	76,075	6.0	9	*	.4	3	62,328	1.5	10	57,754	3.0	12
506.00 Dir Student Fin Aid	55,500	8.0	105	52,116	3.0	64	46,002	9.0	145	39,520	4.0	121
506.10 Assc Dir Std Fin Aid	42,001	4.0	36	38,134	3.5	68	35,334	4.5	44	29,165	3.0	119
507.00 Dir Food Services	57,300	5.5	60	48,050	5.0	18	43,483	7.0	45	36,480	6.5	22
507.10 Assc Dir Food Serv	41,074	4.0	28	36,017	3.0	13	35,873	9.0	18	28,140	6.0	7
508.00 Dir Residence Halls	56,519	7.0	91	43,769	3.0	31	41,580	5.0	109	35,275	3.0	73
508.10 Assc Dir Std Housing	44,250	5.0	38	37,671	3.0	27	33,550	4.0	53	29,940	2.0	29
508.20 Housing Off/Adm Opr	40,623	5.0	38	36,641	5.0	38	30,268	4.0	28	29,364	2.5	18
508.30 Housing Off/Res Life	43,436	5.0	27	31,320	3.0	44	32,004	4.0	25	27,000	2.0	43
509.00 Dir Union/Std Act	52,175	7.0	29	50,000	3.0	15	40,159	5.0	39	35,486	3.0	18
510.00 Dir Foreign Students	41,544	8.0	47	37,900	5.0	44	37,500	5.0	36	29,750	4.0	49
511.00 Dir Student Union	52,000	8.5	68	39,706	8.5	14	41,993	8.0	55	37,812	4.0	22
511.10 Assc Dir Std Union	37,647	5.0	38	35,000	4.0	21	35,554	5.0	28	32,745	3.5	16
512.00 Dir Std Activities	41,363	5.0	46	37,250	3.0	48	33,980	5.0	78	30,640	3.0	83
513.00 Dir Career Dev-Plcmt	50,276	8.0	77	47,768	6.0	73	41,900	6.0	115	37,261	4.0	124
514.00 Dir Std Counseling	57,990	8.0	87	51,800	4.0	46	46,679	8.0	121	38,681	3.0	83
514.10 Assc Dir Std Cnslg	49,125	9.0	35	44,010	3.5	24	37,790	9.0	18	31,000	2.0	27
515.00 Dir Std Hlth-Physicn	89,907	6.0	76	82,171	5.0	24	72,210	6.0	53	65,700	6.0	13
516.00 Dir Std Hlth-Nurse	*	*		39,404	6.0	61	41,829	2.5	6	32,538	5.0	147
517.00 Dir Campus Ministries	40,298	5.0	21	48,400	8.0	4	35,124	3.0	57	28,722	2.0	21
518.00 Dir Athletics	83,138	4.0	144	53,870	2.5	6	58,158	5.0	210	46,447	3.0	26
519.00 Dir Sports Info	36,840	6.0	118	28,900	2.5	10	28,967	5.0	172	24,000	2.0	15
520.00 Dir Athletics/Men	63,675	7.0	16	*	*		53,000	6.0	17	*	.4	1
521.00 Dir Athletics/Women	*	3.0	1	49,875	7.0	42	34,590	2.0	5	39,901	8.5	42
522.00 Dir Campus Rec	47,944	8.0	89	38,000	6.0	25	33,201	5.0	125	29,780	3.0	24
523.00 Chief Enrollment Mgmt	68,179	2.5	24	52,750	3.0	11	62,500	3.0	40	56,514	3.0	15
524.00 Dir Minority Affairs	46,823	3.0	33	45,000	2.0	33	38,937	3.0	58	34,048	3.0	43
525.00 Dir Conferences	51,777	6.0	33	43,431	4.5	34	45,205	4.0	28	31,190	3.0	47

*denotes 3 cases or fewer

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	86,881	6.0	26	90,000	5.0	6	89,835	7.0	72	79,961	1.0	6
101.10 Asst to Ceo/System	*	2.0	3	31,650	3.5	4	57,583	9.0	7	45,752	2.0	10
102.00 Ceo / Single Inst	93,600	5.0	299	94,000	7.0	60	80,615	6.0	233	73,369	4.0	27
102.10 Asst to Ceo/Single	46,427	3.0	62	32,571	4.0	100	57,000	5.0	23	35,510	6.0	46
103.00 Exec Vice Pres	67,000	3.5	46	60,000	2.5	10	69,465	3.5	38	*	3.0	2
ACADEMIC												
201.00 Chief Acad Off	66,301	4.0	297	63,295	3.0	89	61,000	5.0	224	61,113	2.0	65
202.00 Chf Hlth Prof Off	*	3.0	1	27,500	7.5	4	*	5.0	3	46,169	6.0	11
203.00 Dir Library Serv	42,000	7.0	193	35,879	6.0	171	44,853	11.0	83	38,605	6.0	123
203.10 Circulatn Librarian	28,050	5.0	17	23,000	4.0	112	31,113	6.5	10	32,676	10.0	41
203.20 Acquistns Librarian	32,069	5.5	30	27,987	9.0	96	38,702	4.5	6	32,758	8.0	30
203.30 Tech Serv Librarian	30,705	4.5	62	27,000	8.0	155	33,880	6.5	16	33,178	6.0	72
203.40 Public Serv Librarian	33,939	7.0	32	27,300	5.0	91	33,892	5.0	12	36,968	9.0	31
203.50 Reference Librarian	30,191	4.0	48	27,016	5.0	153	38,072	11.0	19	34,124	9.0	45
204.00 Dir Instit Research	45,500	3.0	48	35,076	4.0	47	45,948	4.0	83	42,723	4.0	45
204.10 Assc Dir Inst Res	*	1.0	3	25,538	3.0	15	44,825	4.5	6	33,128	3.0	9
205.00 Dir Educ Media Serv	30,860	6.0	98	26,092	4.5	44	41,542	9.5	68	29,665	3.0	19
206.00 Dir Learning Res Ctr	34,981	6.0	32	28,513	4.0	82	47,852	8.0	73	40,579	5.0	72
207.00 Dir Internatl Std Ed	40,969	4.0	26	32,845	2.5	20	42,468	3.0	5	*	6.5	2
208.00 Dir Comp Ctr Opr/Acad	41,189	4.0	93	33,646	4.0	36	43,813	7.0	41	35,115	4.0	11
208.10 Assc Dir CC Opr/Acad	29,330	3.0	17	28,300	4.0	28	*	8.0	3	38,659	5.5	4
209.00 Admn Grants-Contract	37,150	3.0	21	31,570	4.0	39	48,337	6.0	23	38,978	3.0	40
210.00 Dean,Arthitecture	*	7.5	2	*	*		*	6.0	1	*	*	
211.00 Dean,Agriculture	61,250	10.0	4	*	*		47,619	3.5	10	*	*	
212.00 Dean,Arts & Letters	54,153	2.0	9	46,746	2.0	6	51,330	7.0	19	56,071	6.5	6
213.00 Dean,Arts & Sciences	58,050	5.5	46	59,861	1.0	15	55,501	4.0	54	47,509	4.0	21
214.00 Dean,Business	55,000	2.0	88	52,634	2.0	13	49,886	5.0	97	51,756	4.0	39
215.00 Dean,Communications	38,016	5.0	15	32,510	1.0	7	50,098	6.0	17	46,039	1.5	10
216.00 Dean,Continuing Ed	50,808	5.0	54	40,815	5.0	60	50,427	7.5	104	47,005	4.0	60
217.00 Dean,Dentistry	*	5.0	1	*	*		*	4.7	2	*	14.0	2
218.00 Dean,Education	49,400	5.0	54	45,000	2.0	32	50,516	5.0	10	45,240	3.0	8
219.00 Dean,Engineering	56,549	4.0	12	*	*		54,189	5.0	47	*	2.0	3
221.00 Dean,Extension	57,300	3.0	5	*	5.0	2	55,138	5.5	20	54,924	5.0	9
222.00 Dean,Fine Arts	42,550	4.0	25	36,389	5.0	9	46,288	8.0	17	55,538	11.5	4
223.00 Dean,Graduate Program	48,558	3.0	39	50,000	2.0	23	*	.4	1	*	*	
224.00 Dean,Hlth-Rltd Prof	42,264	8.5	6	52,938	3.0	11	54,459	4.8	26	48,324	5.5	60
225.00 Dean,Home Economics	*	*		*	17.5	2	*	.4	1	47,724	4.0	4
226.00 Dean,Humanities	44,780	4.0	41	35,780	2.0	13	53,834	6.0	40	49,102	3.5	20
227.00 Dean,Instruction	*	5.5	2	*	10.5	2	58,626	1.5	24	63,222	4.0	4
228.00 Dean,Law	*	4.0	3	*	*		44,179	5.0	4	*	2.0	1
229.00 Dean,Lib & Inf Sci	*	4.0	3	*	3.0	2	51,653	11.0	9	51,548	3.5	6
230.00 Dean,Mathematics	42,689	6.0	17	38,125	3.0	8	52,132	4.0	37	49,507	4.0	11
232.00 Dean,Music	34,533	5.0	10	41,265	6.0	9	*	14.5	2	*	18.0	2
233.00 Dean,Nursing	*	2.0	2	48,350	3.5	50	*	*		46,681	5.0	55
234.00 Dean,Occ Std/Voc Ed	59,945	7.0	9	*	4.0	3	52,296	5.0	99	51,000	4.0	29
235.00 Dean,Pharmacy	*	15.0	1	*	*		*	*		*	*	
236.00 Dean,Public Health	*	*		*	*		*	*		*	21.0	1
237.00 Dean,Sciences	48,227	4.0	46	41,130	5.0	9	52,152	5.0	43	46,854	3.0	11
238.00 Dean,Social Sciences	45,000	6.0	36	42,700	4.0	18	55,000	9.0	45	48,187	3.0	13
239.00 Dean,Social Work	*	12.0	1	41,640	8.0	5	*	*		*	*	
240.00 Dean,Special Programs	55,006	5.0	11	40,875	5.0	13	49,075	4.5	22	41,180	4.0	28
241.00 Dean,Undergrad Prog	52,167	4.0	11	53,551	4.0	14	*	6.5	2	*	3.0	3
242.00 Dean,Veterinary Sci	*	*		*	*		*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	64,868	6.0	292	55,375	5.0	48	59,512	8.0	252	44,500	3.0	34
301.01 Chief Admin Off	58,500	3.0	37	61,500	4.0	7	62,491	5.0	38	60,218	4.0	6
301.02 Chief Financial Off	52,500	3.0	54	45,000	3.5	18	53,450	7.0	57	43,938	4.5	16
301.10 Dir Env Health-Safety	29,173	3.0	6	*	1.0	2	38,576	5.5	8	*	3.5	3
301.20 Dir Telecommunic	32,950	3.0	22	24,300	4.0	15	41,309	5.0	18	*	5.0	2
302.00 Chief Planning Off	56,900	4.0	22	43,109	2.5	10	58,950	5.5	34	54,724	3.0	15
303.00 Chief Budgeting Off	52,290	4.0	28	40,692	3.0	21	53,701	4.0	24	41,570	5.0	20
303.10 Assc Budget Dir	39,440	4.5	8	37,200	1.0	15	31,225	6.0	10	39,159	2.0	7
304.00 Chief Plan-Budgt Off	51,000	3.0	9	*	11.0	2	*	11.5	2	*	2.5	1
305.00 General Counsel	37,829	11.0	5	71,677	2.5	6	51,251	19.0	4	60,000	2.0	4
305.10 Staff Attorneys	*	.4	3	*	2.7	2	*	*		*	*	
306.00 Chf Personnel/HR Off	47,791	4.5	58	35,017	3.0	130	49,851	6.0	68	40,124	5.0	70
306.10 Assc Dir Pers/HR	34,266	2.0	6	30,000	3.0	43	53,981	6.0	11	34,752	4.8	24
306.20 Manager Benefits	*	4.5	2	26,262	3.0	41	30,533	6.0	4	29,647	3.0	26
306.30 Manager Training-Dev	30,000	2.0	5	*	6.5	2	36,193	3.0	5	34,737	3.0	9
306.40 Manager Empl Relatns	*	*		39,284	4.0	5	*	3.0	1	*	*	
306.50 Manager Labor Rel	*	2.5	2	*	*.		*	6.0	1	*	11.0	1
306.60 Manager Employment	*	1.5	2	25,538	2.5	12	29,983	4.0	4	34,635	4.0	13
306.70 Mgr Wage-Sal/Mgr,Comp	*	.4	1	34,265	4.0	7	*	18.5	2	28,765	5.0	5
306.80 Mgr Personnel Inf Sys	49,136	2.0	5	25,142	3.0	8	*	3.0	3	33,618	7.0	8
307.00 Dir AA/EEO	47,000	2.0	11	43,001	5.5	12	40,500	2.0	13	47,650	3.0	18
307.10 Assc Dir AA/EEO	*	*		*	3.6	3	*	10.0	1	*	5.5	2
308.00 Dir Pers-AA	38,987	2.5	10	31,608	4.0	40	44,150	6.5	26	38,550	4.0	55
309.00 Chief Inform Sys Off	48,676	6.0	124	40,698	4.0	19	48,162	7.0	120	40,166	6.0	19
309.10 Assc Dir Computer Ctr	36,947	4.0	40	36,926	3.0	18	46,571	5.0	28	34,310	7.0	17
309.20 Data Base Admin	30,525	5.0	15	30,144	5.0	15	44,179	4.0	13	36,415	7.5	6
309.30 Sys Analyst I-Hi	34,379	5.0	41	28,350	3.0	26	34,871	4.0	32	36,109	6.0	21
309.40 Sys Analyst II-Lo	25,100	1.0	19	22,702	4.0	14	34,020	10.0	9	33,024	4.0	7
309.50 Prog Analyst I-Hi	29,750	3.0	49	28,612	3.0	43	35,799	7.0	46	27,873	4.0	32
309.60 Prog Analyst II-Lo	23,871	2.0	36	24,300	3.0	46	28,715	4.0	29	27,126	4.0	32
310.00 Dir Comp Ctr Opr/Ad	39,814	5.0	120	33,375	5.0	50	44,012	7.5	54	34,800	3.0	10

*denotes 3 cases or fewer

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	34,937	3.0	32	26,492	3.0	26	37,249	7.0	17	32,942	6.0	10
312.00 Chf Phys Plnt/Fac	41,769	6.0	299	40,000	2.5	8	41,883	6.0	232	36,620	3.0	4
312.10 Assc Dir Phys Plnt	32,005	4.0	121	29,910	5.0	5	35,129	4.0	73	*	2.0	1
312.20 Mgr Landscape/Grnds	26,588	5.0	124	29,115	2.0	6	29,180	5.0	48	25,165	3.5	4
312.30 Mgr Bldg Mnt Trades	30,985	5.0	92	*	4.0	3	32,790	6.0	43	*	*	
312.40 Mgr Tech Trades	30,000	5.0	37	*	3.0	1	32,858	3.0	17	*	*	
312.50 Mgr Custodial Srv	25,480	4.0	115	24,000	6.0	40	27,877	5.0	63	21,651	4.0	10
312.60 Mgr Power Plant	38,055	9.5	28	*	*		33,492	6.0	13	*	*	
313.00 Comptroller	47,500	5.0	123	38,363	4.5	94	47,767	6.0	77	36,939	7.0	50
313.10 Manager Payroll	30,000	7.0	13	23,100	3.0	101	33,870	6.0	13	27,096	5.0	71
314.00 Dir Accounting	36,937	4.0	46	30,194	2.0	55	41,309	5.8	50	33,305	5.0	44
314.10 Staff Accountant-Hi	27,000	3.0	41	24,400	3.0	87	32,875	4.5	33	26,869	3.0	43
314.20 Staff Accountant-Lo	25,800	2.0	12	21,000	2.0	71	24,780	3.8	14	24,050	4.0	47
315.00 Bursar	37,750	4.0	22	27,216	6.0	72	41,832	6.0	19	27,800	6.0	23
315.10 Assc Bursar	*	4.0	1	19,250	3.0	16	*	*		32,246	7.0	8
316.00 Dir Purchasing	36,481	5.0	55	27,138	6.0	65	38,773	7.0	60	27,604	5.0	79
316.10 Assc Dir Purchasing	32,720	3.0	5	23,550	6.0	14	34,340	6.0	7	26,170	9.0	12
317.00 Dir Bookstore	29,400	6.5	74	22,900	6.0	172	34,054	6.0	45	23,814	6.0	113
317.10 Assc Dir Bookstore	23,794	3.0	13	18,720	4.0	33	28,854	5.0	15	22,264	3.0	18
318.00 Dir Internal Audit	47,139	4.0	11	30,000	1.0	5	38,460	3.0	19	34,290	2.0	13
319.00 Dir Aux Services	41,200	4.5	44	30,662	3.0	13	44,186	8.0	35	32,285	11.0	9
319.10 Mgr Mail Services	19,050	4.0	54	17,186	5.0	89	22,882	9.5	26	21,100	5.0	11
320.00 Dir Campus Security	29,193	4.0	225	26,250	4.0	9	32,516	5.0	108	*	11.0	3
321.00 Dir Risk Mgt/Ins	*	*		*	5.0	3	49,796	6.0	4	*	10.0	1
322.00 Admin Hosp Med Ctr	*	*		*	*		*	*		*	1.0	1
322.10 Dir Med Ctr Pub Rel	*	3.0	1	*	20.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	63,000	3.0	226	54,000	3.0	64	51,990	3.0	63	43,251	3.0	46
401.10 Dir Annual Giving	35,400	2.0	93	31,300	2.0	110	40,000	3.0	9	32,834	1.0	12
401.20 Dir Corp/Fndtn Rel	42,090	2.0	47	38,050	2.0	69	47,291	2.0	12	35,928	2.0	12
401.30 Coord Res Dev	28,912	2.0	15	26,884	3.0	60	38,748	1.0	6	36,000	3.0	9
401.40 Dir Estate Pln	42,138	3.0	63	41,340	2.0	15	*	4.0	1	*	*	
402.00 Chf Public Rel Off	38,850	3.0	92	35,250	3.0	119	41,069	7.0	47	34,878	4.0	73
402.10 Dir Gov/Leg Rel	53,361	4.0	5	*	3.0	1	*	2.0	2	*	1.0	1
403.00 Chf Dev/Pub Rel Off	58,000	5.0	26	50,000	2.5	22	49,685	4.5	18	40,206	4.5	20
404.00 Dir Alumni Affairs	35,900	3.0	101	29,783	2.0	175	36,629	1.0	6	25,725	2.5	22
405.00 Dir Dev/Alumni Aff	43,860	2.0	25	38,610	1.0	13	44,511	3.0	6	31,500	3.0	15
406.00 Dir Spec/Defer Gifts	45,540	3.0	43	33,393	2.0	24	*	1.0	3	*	5.0	1
407.00 Dir Church Relations	37,945	4.5	38	29,196	4.5	6	*	.7	2	*	5.0	2
408.00 Dir Community Serv	38,040	5.0	13	29,000	2.0	13	44,608	6.0	42	40,496	3.0	41
409.00 Dir Publications	32,377	4.0	48	30,000	3.0	75	34,894	6.0	11	36,225	3.0	25
409.10 Assc Dir Publicatns	23,460	2.0	14	24,350	3.0	41	*	1.2	2	23,656	1.0	6
409.20 Mgr Printing Srv	25,420	5.0	64	19,371	7.0	49	30,878	10.0	43	23,307	6.0	18
410.00 Dir Info Office	30,935	4.0	39	28,688	3.0	65	33,164	3.0	29	34,858	4.0	48
411.00 Dir News Bureau	26,450	1.5	28	25,000	3.0	35	33,185	10.0	6	*	2.5	2
STUDENT SERVICES												
501.00 Chf Student Aff Off	54,254	5.0	204	49,272	4.0	99	56,014	6.0	187	52,034	4.0	68
501.50 Dean of Students	40,030	3.0	80	40,500	3.0	47	50,377	7.8	50	54,014	4.5	26
502.00 Chief Admissions Off	44,690	5.0	184	37,000	3.0	104	40,381	7.0	83	37,429	3.0	49
502.10 Assc Dir Admissions	30,260	3.0	83	27,100	2.0	121	32,165	2.0	23	27,000	3.0	29
502.20 Admissions Counselor	20,000	2.0	52	19,520	2.0	88	26,358	3.0	27	23,719	3.0	41
502.30 Academic Advisor	35,307	4.0	13	27,537	3.0	42	29,962	10.0	7	27,951	3.5	14
503.00 Dir Adm & Registrar	36,629	7.5	10	30,275	.7	4	46,950	6.0	63	39,900	4.0	42
504.00 Registrar	38,400	6.5	164	31,840	5.0	206	42,618	9.0	72	31,215	4.0	94
504.10 Assc Registrar	26,700	2.0	13	26,502	4.5	68	37,427	4.0	12	29,892	7.0	25
504.20 Asst Registrar	26,460	2.0	9	21,160	3.0	109	37,783	5.0	11	25,065	2.0	25
505.00 Dir Adm/Fin Aid	48,000	4.5	36	41,000	5.0	15	49,246	7.0	15	31,844	5.0	12
506.00 Dir Student Fin Aid	38,148	7.0	164	31,510	4.0	193	39,006	7.0	132	33,963	5.0	122
506.10 Assc Dir Std Fin Aid	24,812	3.0	37	23,500	3.0	148	30,346	3.0	19	24,376	2.5	52
507.00 Dir Food Services	38,024	6.5	52	32,385	4.0	28	29,276	4.0	17	26,466	5.0	26
507.10 Assc Dir Food Serv	27,505	3.0	22	23,653	2.0	23	*	7.0	3	*	3.0	3
508.00 Dir Residence Halls	31,137	3.0	87	27,010	3.0	95	31,181	6.0	24	21,500	1.0	10
508.10 Assc Dir Std Housing	22,700	2.0	24	25,850	2.0	31	17,000	.4	5	*	*	
508.20 Housing Off/Adm Opr	19,845	2.0	11	25,000	3.0	15	*	1.0	1	*	2.0	3
508.30 Housing Off/Res Life	24,750	2.0	31	24,125	2.0	48	25,152	2.0	8	19,500	3.0	7
509.00 Dir Union/Std Act	31,500	4.5	24	26,600	2.0	25	43,275	6.0	7	32,754	2.5	8
510.00 Dir Foreign Students	25,921	2.0	19	27,647	3.0	33	36,636	9.0	5	24,110	1.0	9
511.00 Dir Student Union	33,398	4.0	24	27,102	3.0	17	27,637	7.0	6	*	5.0	3
511.10 Assc Dir Std Union	23,373	2.0	9	23,600	2.0	5	*	6.5	2	*	*	
512.00 Dir Std Activities	26,623	2.0	98	24,949	2.0	117	34,180	4.5	82	28,155	2.5	62
513.00 Dir Career Dev-Plcmt	33,124	5.0	95	28,316	4.0	193	39,673	5.5	64	31,596	3.0	73
514.00 Dir Std Counseling	39,270	5.0	92	31,500	4.0	110	46,500	8.5	92	37,743	3.0	80
514.10 Assc Dir Std Cnslg	33,300	4.0	12	28,223	2.0	43	40,804	1.0	5	31,044	2.5	16
515.00 Dir Std Hlth-Physicn	80,000	4.0	15	70,000	4.5	10	*	.4	1	36,006	20.0	4
516.00 Dir Std Hlth-Nurse	35,750	8.5	4	24,019	6.0	215	*	.4	1	27,750	5.0	46
517.00 Dir Campus Ministries	32,440	3.0	126	25,589	3.0	56	25,184	1.0	7	*	*	
518.00 Dir Athletics	42,290	5.0	256	33,743	2.0	34	41,050	5.0	100	38,404	2.0	12
519.00 Dir Sports Info	22,235	2.0	114	22,020	1.0	12	25,738	4.5	8	*	*	
520.00 Dir Athletics/Men	44,020	9.0	21	*	*		*	1.0	1	*	*	
521.00 Dir Athletics/Women	35,300	5.0	4	34,019	5.0	34	*	*		*	5.0	2
522.00 Dir Campus Rec	26,516	3.0	63	25,190	5.0	21	23,460	4.0	17	26,326	3.5	8
523.00 Chief Enrollment Mgmt	51,837	3.0	47	45,430	3.0	19	44,799	2.0	15	37,450	2.0	7
524.00 Dir Minority Affairs	34,200	2.0	37	28,500	1.0	40	33,485	1.0	13	29,510	1.5	12
525.00 Dir Conferences	33,281	4.0	14	29,400	3.0	49	40,925	2.5	6	26,374	4.5	8

*denotes 3 cases or fewer

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	*	7.0	1	149,800	3.0	39	*	*		112,360	3.5	22
101.10 Asst to Ceo/System	76,392	1.0	5	70,000	2.0	14	*	*		55,826	4.0	4
102.00 Ceo / Single Inst	138,400	2.5	8	134,000	4.0	130	104,020	3.0	18	101,266	6.0	235
102.10 Asst to Ceo/Single	62,400	3.0	13	62,454	4.0	72	51,306	3.0	15	51,998	4.0	114
103.00 Exec Vice Pres	100,000	2.0	5	120,742	3.0	38	69,000	1.0	4	76,217	6.0	35
ACADEMIC												
201.00 Chief Acad Off	98,123	2.0	6	114,000	3.0	151	83,490	1.0	23	84,509	3.0	241
202.00 Chf Hlth Prof Off	*	1.0	1	174,306	5.0	34	*	*		88,888	4.0	11
203.00 Dir Library Serv	76,333	10.0	5	80,000	5.0	151	48,570	3.5	20	57,154	7.0	234
203.10 Circulatn Librarian	32,272	2.0	10	35,435	6.0	102	29,996	5.5	18	31,110	5.0	121
203.20 Acquistns Librarian	35,823	6.0	9	40,057	6.0	102	33,069	9.0	17	33,376	8.0	124
203.30 Tech Serv Librarian	48,208	8.0	10	49,553	6.0	100	37,500	6.0	13	36,512	7.0	155
203.40 Public Serv Librarian	44,800	3.0	5	50,268	6.0	80	35,864	4.5	10	37,063	5.0	107
203.50 Reference Librarian	34,398	7.0	4	40,613	5.0	106	32,100	10.0	7	32,611	6.0	161
204.00 Dir Instit Research	57,747	3.0	5	60,011	5.0	101	54,936	4.0	12	50,097	5.0	127
204.10 Assc Dir Inst Res	*	3.0	3	43,965	4.0	43	36,450	2.0	6	37,452	4.0	26
205.00 Dir Educ Media Serv	48,878	13.0	5	51,100	7.0	83	39,237	8.0	12	37,015	8.0	121
206.00 Dir Learning Res Ctr	35,640	4.0	5	50,572	4.0	44	49,344	8.0	5	35,206	5.0	78
207.00 Dir Internatl Std Ed	73,750	2.0	4	54,636	3.5	72	47,296	2.0	5	48,969	5.0	60
208.00 Dir Comp Ctr Opr/Acad	60,654	3.0	5	72,240	5.0	73	49,400	5.5	6	49,115	5.0	94
208.10 Assc Dir CC Opr/Acad	*	12.0	2	54,494	4.0	36	42,154	5.0	5	44,166	5.0	34
209.00 Admn Grants-Contract	67,497	2.0	7	62,496	6.0	121	36,250	5.0	5	45,499	4.0	128
210.00 Dean,Architecture	94,244	6.5	4	96,000	3.0	45	*	*		85,540	4.7	4
211.00 Dean,Agriculture	*	14.0	1	103,236	4.0	38	*	2.0	1	72,875	6.5	10
212.00 Dean,Arts & Letters	*	*		93,468	5.5	20	75,933	1.0	7	69,246	2.0	36
213.00 Dean,Arts & Sciences	77,470	.7	6	97,250	3.0	102	69,445	1.5	12	73,236	4.0	127
214.00 Dean,Business	86,626	3.0	11	109,402	4.0	134	74,235	4.0	12	77,866	3.0	184
215.00 Dean,Communications	*	4.0	1	93,875	5.0	30	*	4.0	1	57,294	2.0	12
216.00 Dean,Continuing Ed	84,306	3.0	8	79,617	5.0	78	63,511	6.0	12	59,725	5.0	107
217.00 Dean,Dentistry	*	2.0	1	124,848	6.0	22	*	*		109,548	6.5	4
218.00 Dean,Education	89,777	2.0	15	89,300	4.0	99	78,000	.4	11	70,000	4.0	151
219.00 Dean,Engineering	107,375	3.0	9	110,147	4.0	100	72,500	4.0	7	89,479	6.0	55
221.00 Dean,Extension	*	4.0	1	89,100	5.5	26	*	2.5	2	62,022	4.5	10
222.00 Dean,Fine Arts	81,609	5.0	6	88,900	4.0	36	*	16.0	1	69,700	5.0	49
223.00 Dean,Graduate Program	109,850	3.0	6	89,100	4.0	112	64,467	3.0	15	64,750	4.0	130
224.00 Dean,Hlth-Rltd Prof	*	6.0	3	88,503	6.0	27	74,361	7.0	6	70,872	4.0	43
225.00 Dean,Home Economics	77,997	5.5	4	90,000	5.5	28	*	1.0	1	54,036	7.5	4
226.00 Dean,Humanities	*	*		93,002	4.5	16	*	2.0	3	65,812	3.0	27
227.00 Dean,Instruction	*	*		*	11.0	1	*	*		*	*	
228.00 Dean,Law	121,884	1.0	5	130,590	3.0	70	*	*		122,134	4.0	30
229.00 Dean,Lib & Inf Sci	82,850	4.5	4	85,238	4.5	30	*	6.0	3	67,769	4.0	13
230.00 Dean,Mathematics	*	2.2	2	89,800	3.0	8	*	4.0	3	54,583	2.5	12
231.00 Dean,Medicine	*	.4	1	182,850	3.0	39	*	*		164,956	3.0	6
232.00 Dean,Music	*	*		87,773	6.0	23	*	*		60,750	4.0	16
233.00 Dean,Nursing	106,422	5.0	6	92,064	4.0	66	61,607	1.0	8	68,244	4.0	56
234.00 Dean,Occ Std/Voc Ed	*	*		76,500	2.0	9	*	*		70,700	6.0	27
235.00 Dean,Pharmacy	*	9.0	2	104,839	7.0	32	*	1.0	1	82,950	4.0	9
236.00 Dean,Public Health	*	*		134,563	6.5	14	*	*		*	12.0	1
237.00 Dean,Sciences	*	*		104,163	2.0	35	*	8.0	3	68,000	4.0	59
238.00 Dean,Social Sciences	*	32.0	1	100,245	3.0	19	*	6.0	2	67,571	4.5	30
239.00 Dean,Social Work	88,500	6.5	12	93,600	4.0	30	*	3.7	2	68,782	7.0	8
240.00 Dean,Special Programs	*	5.0	2	82,650	10.0	8	46,446	3.0	5	59,686	5.5	12
241.00 Dean,Undergrad Prog	*	*		81,088	3.0	29	66,478	4.0	4	58,000	4.0	26
242.00 Dean,Veterinary Sci	*	*		110,784	6.0	20	*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	107,233	4.0	8	100,800	6.0	119	75,825	3.0	16	79,960	6.0	206
301.01 Chief Admin Off	96,765	.4	4	95,204	5.0	36	86,496	2.0	5	72,604	5.0	59
301.02 Chief Financial Off	71,243	5.0	5	84,800	3.5	70	72,159	4.0	7	66,050	6.0	87
301.10 Dir Env Health-Safety	58,600	2.0	6	54,637	5.0	92	48,234	3.0	5	39,035	3.0	45
301.20 Dir Telecommunic	30,840	3.0	5	55,422	5.0	109	40,510	3.0	7	42,500	4.5	90
302.00 Chief Planning Off	*	3.0	2	84,900	5.0	27	*	21.0	1	61,114	4.0	41
303.00 Chief Budgeting Off	57,960	3.0	11	64,944	5.5	98	47,580	5.0	9	52,028	7.0	103
303.10 Assc Budget Dir	46,305	3.0	5	52,156	6.0	59	*	2.0	3	41,230	4.0	45
304.00 Chief Plan-Budgt Off	*	4.5	2	81,150	6.0	28	*	3.0	1	59,961	6.0	22
305.00 General Counsel	74,824	5.0	5	86,222	7.0	84	68,679	2.5	4	61,109	5.8	40
305.10 Staff Attorneys	47,500	1.5	6	55,043	4.0	27	*	4.0	1	42,800	1.0	5
306.00 Chf Personnel/HR Off	65,000	2.0	19	67,980	5.0	128	50,460	3.0	27	51,500	6.0	181
306.10 Assc Dir Pers/HR	47,123	1.5	10	47,095	4.0	67	40,357	3.0	16	38,023	5.0	70
306.20 Manager Benefits	33,075	3.0	13	41,977	4.0	110	33,500	3.0	14	29,784	3.0	104
306.30 Manager Training-Dev	39,031	3.0	8	37,800	3.0	71	30,532	2.0	7	32,500	4.0	25
306.40 Manager Empl Relatns	41,685	6.0	11	39,715	5.5	32	38,662	1.5	4	42,032	2.0	9
306.50 Manager Labor Rel	48,350	4.5	4	48,746	6.0	25	*	*		44,174	2.0	9
306.60 Manager Employment	36,575	3.5	30	37,500	4.0	71	30,276	4.0	20	30,174	4.0	42
306.70 Mgr Wage-Sal/Mgr,Comp	33,318	2.0	14	41,182	3.0	75	31,472	2.5	8	34,245	3.5	36
306.80 Mgr Personnel Inf Sys	*	5.0	3	40,902	4.0	53	*	2.0	3	33,400	4.0	23
307.00 Dir AA/EEO	59,500	4.0	88	54,478	6.0	34	47,457	3.5	52	44,510	5.0	44
307.10 Assc Dir AA/EEO	39,744	2.5	22	37,033	3.0	19	44,544	2.0	5	30,593	2.5	8
308.00 Dir Pers-AA	47,473	6.0	5	51,096	7.0	7	47,916	1.0	5	44,469	6.0	35
309.00 Chief Inform Sys Off	68,900	3.0	5	79,689	5.0	104	54,080	2.0	9	60,628	8.0	162
309.10 Assc Dir Computer Ctr	74,108	5.0	7	65,756	6.0	25	41,424	7.5	4	47,932	6.0	5[illegible]
309.20 Data Base Admin	45,840	6.0	7	51,156	6.0	57	36,966	5.0	4	37,857	5.0	55
309.30 Sys Analyst I-Hi	39,336	3.5	4	44,225	5.0	33	37,672	2.0	8	39,000	7.0	77
309.40 Sys Analyst II-Lo	36,890	3.0	4	35,144	3.0	22	29,051	2.5	8	30,919	3.0	46
309.50 Prog Analyst I-Hi	*	7.0	3	34,615	5.0	37	32,750	3.0	9	32,175	4.0	109
309.60 Prog Analyst II-Lo	36,773	5.5	4	28,080	3.0	23	27,468	3.5	12	27,333	2.0	66

*denotes 3 cases or fewer

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	62,372	2.0	5	66,185	6.0	86	59,000	5.5	4	48,607	6.5	114
310.10 Assc Dir Comp Ctr	*	2.0	3	58,000	6.0	38	*	4.0	3	44,417	5.0	38
312.00 Chf Phys Plnt/Fac	58,000	5.0	7	72,853	5.0	152	50,500	2.0	13	53,810	5.0	245
312.10 Assc Dir Phys Plnt	46,217	7.0	7	56,328	5.0	96	36,350	3.0	7	42,400	4.0	106
312.20 Mgr Landscape/Grnds	32,300	5.0	6	39,177	6.0	116	28,614	3.5	14	31,476	6.0	137
312.30 Mgr Bldg Mnt Trades	43,595	6.5	6	45,471	5.5	88	31,618	4.0	10	34,370	6.0	111
312.40 Mgr Tech Trades	29,967	8.5	4	45,425	5.0	50	29,956	6.0	4	36,257	5.0	49
312.50 Mgr Custodial Srv	39,084	4.0	32	37,213	5.0	90	29,163	6.0	38	31,456	5.0	126
312.60 Mgr Power Plant	45,650	9.0	4	44,300	5.5	84	37,074	8.0	13	36,960	5.5	68
313.00 Comptroller	62,959	4.0	9	72,500	5.5	122	52,000	3.0	13	53,133	5.5	168
313.10 Manager Payroll	36,583	2.0	5	40,000	6.0	134	29,108	3.0	15	29,744	5.0	143
314.00 Dir Accounting	49,700	2.0	4	53,600	4.5	98	40,825	3.0	15	41,492	4.0	118
314.10 Staff Accountant-Hi	33,558	4.0	6	33,826	4.0	51	32,982	2.0	22	30,850	4.0	104
314.20 Staff Accountant-Lo	23,607	2.0	12	24,892	2.0	33	24,648	1.0	18	25,500	2.0	64
315.00 Bursar	44,388	5.0	7	48,713	6.0	85	33,555	2.5	8	36,388	6.0	113
315.10 Assc Bursar	33,784	4.0	5	37,612	3.0	26	28,739	5.7	4	30,730	6.0	25
316.00 Dir Purchasing	42,590	4.0	6	53,346	6.0	143	40,106	7.0	15	38,820	6.0	177
316.10 Assc Dir Purchasing	40,104	3.0	10	44,904	4.0	68	33,423	3.0	9	30,565	5.0	53
317.00 Dir Bookstore	49,000	6.0	5	47,000	5.0	88	30,324	5.0	9	35,750	8.0	135
317.10 Assc Dir Bookstore	*	12.0	3	33,725	5.0	41	*	3.0	3	25,876	5.0	41
318.00 Dir Internal Audit	57,558	4.0	8	55,063	7.0	113	42,114	3.0	8	41,580	5.0	75
319.00 Dir Aux Services	55,960	6.5	6	63,332	7.0	70	40,599	3.0	9	51,952	6.0	84
319.10 Mgr Mail Services	27,350	4.0	23	30,152	6.0	100	20,497	3.0	18	23,868	5.0	115
320.00 Dir Campus Security	52,500	4.5	22	53,804	6.0	137	37,650	3.0	26	39,583	5.0	207
321.00 Dir Risk Mgt/Ins	*	2.7	2	54,454	4.0	72	48,300	2.0	5	43,366	5.0	19
322.00 Admin Hosp Med Ctr	*	*		147,224	5.0	28	*	*		*	5.0	2
322.10 Dir Med Ctr Pub Rel	*	4.5	2	58,008	5.0	23	*	*		*	4.0	1
322.20 Dir Med Ctr Pers	67,560	2.0	5	66,507	4.0	17	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	*	2.0	3	90,264	2.0	111	71,712	4.5	8	69,796	3.0	172
401.10 Dir Annual Giving	40,038	2.0	6	42,285	2.0	90	29,472	3.0	5	35,700	2.0	128
401.20 Dir Corp/Fndtn Rel	44,588	4.0	5	51,750	2.5	76	43,041	1.5	6	41,734	2.0	86
401.30 Coord Res Dev	*	1.5	2	37,613	3.0	43	*	1.5	2	30,365	3.0	51
401.40 Dir Estate Pln	*	4.5	2	60,522	5.5	42	*	*		49,140	3.0	41
402.00 Chf Public Rel Off	68,214	3.5	4	70,150	4.0	95	41,467	1.0	9	47,593	4.0	133
402.10 Dir Gov/Leg Rel	*	5.0	3	70,000	4.0	75	*	5.0	2	62,344	6.0	25
403.00 Chf Dev/Pub Rel Off	*	1.2	2	100,000	2.0	55	*	5.0	3	72,726	5.0	67
404.00 Dir Alumni Affairs	49,875	4.0	5	54,036	4.0	132	39,015	2.0	10	38,240	3.0	212
405.00 Dir Dev/Alumni Aff	*	1.0	2	69,550	4.0	17	*	1.0	1	47,300	1.0	36
406.00 Dir Spec/Defer Gifts	*	*		56,310	4.0	44	*	*		47,375	2.0	33
407.00 Dir Church Relations	*	6.0	1	53,728	6.5	6	*	*		32,010	4.0	16
408.00 Dir Community Serv	46,800	2.0	9	44,027	6.0	16	*	4.0	3	38,832	4.0	23
409.00 Dir Publications	39,140	3.0	8	46,525	5.0	105	*	3.5	2	37,106	5.0	124
409.10 Assc Dir Publicatns	*	*		34,356	3.5	36	*	5.0	1	29,166	3.0	47
409.20 Mgr Printing Srv	28,793	14.5	6	41,313	5.0	103	27,075	5.5	12	30,990	9.0	119
410.00 Dir Info Office	*	2.0	2	51,477	5.0	77	36,454	1.5	8	38,759	5.0	91
411.00 Dir News Bureau	*	2.0	3	43,500	4.0	65	20,290	.7	4	33,000	4.0	77
STUDENT SERVICES												
501.00 Chf Student Aff Off	91,000	3.0	35	87,350	7.0	113	74,600	3.0	30	67,925	6.0	213
501.50 Dean of Students	64,303	6.0	12	60,076	4.0	68	46,268	1.5	12	50,551	4.0	93
502.00 Chief Admissions Off	50,500	2.0	7	56,800	5.0	129	44,730	3.5	14	50,681	5.0	208
502.10 Assc Dir Admissions	38,286	7.0	14	40,850	5.0	76	33,789	3.0	21	34,000	4.0	144
502.20 Admissions Counselor	26,467	1.0	10	23,924	4.0	17	23,723	2.0	38	23,000	2.0	68
502.30 Academic Advisor	*	4.0	1	34,413	3.0	17	27,699	2.0	9	29,124	4.0	50
503.00 Dir Adm & Registrar	*	18.0	1	67,570	7.5	24	*	11.5	2	52,750	7.0	24
504.00 Registrar	39,532	5.5	6	57,245	7.0	142	44,500	3.0	13	45,511	6.0	230
504.10 Assc Registrar	41,650	3.0	5	40,553	6.0	86	29,271	8.0	11	34,604	5.0	98
504.20 Asst Registrar	28,099	4.0	9	31,391	5.0	55	28,670	4.0	15	27,002	5.0	90
505.00 Dir Adm/Fin Aid	*	*		74,924	4.0	12	*	2.7	2	59,438	3.0	19
506.00 Dir Student Fin Aid	51,434	4.5	28	55,377	7.0	139	41,200	3.0	42	43,575	6.0	223
506.10 Assc Dir Std Fin Aid	36,000	3.0	17	41,180	4.0	86	28,694	4.0	26	30,494	4.0	135
507.00 Dir Food Services	*	7.0	1	54,600	5.0	76	*	7.0	3	41,305	6.0	62
507.10 Assc Dir Food Serv	43,561	3.5	8	40,000	4.0	33	30,520	5.0	4	38,074	9.0	20
508.00 Dir Residence Halls	48,384	2.0	8	54,665	6.0	113	38,000	4.0	13	37,636	4.0	167
508.10 Assc Dir Std Housing	38,949	3.0	6	42,437	4.0	59	31,628	3.5	8	31,630	3.0	73
508.20 Housing Off/Adm Opr	*	10.0	1	38,400	5.0	75	31,811	10.0	4	29,364	3.0	42
508.30 Housing Off/Res Life	32,137	3.5	8	35,151	4.0	63	26,100	5.0	5	30,000	2.0	63
509.00 Dir Union/Std Act	*	3.0	2	50,420	6.0	42	37,484	3.0	5	38,598	4.0	51
510.00 Dir Foreign Students	40,768	4.0	8	40,774	6.0	82	36,446	4.0	8	32,201	5.0	76
511.00 Dir Student Union	36,645	4.0	7	50,978	9.0	75	32,960	6.0	5	40,495	6.0	71
511.10 Assc Dir Std Union	33,750	3.0	7	37,500	5.0	52	31,288	3.5	4	33,259	5.0	40
512.00 Dir Std Activities	32,863	5.0	6	40,227	3.5	86	32,867	3.0	22	31,800	3.5	138
513.00 Dir Career Dev-Plcmt	45,935	4.0	18	49,380	7.0	131	38,616	4.0	37	39,780	5.0	201
514.00 Dir Std Counseling	53,197	4.0	18	54,848	6.5	114	41,377	5.5	18	44,133	5.0	185
514.10 Assc Dir Std Cnslg	46,471	5.0	4	45,504	5.0	53	41,100	10.0	5	33,252	4.0	40
515.00 Dir Std Hlth-Physicn	80,586	5.0	8	86,439	6.0	91	*	20.0	3	72,453	6.0	62
516.00 Dir Std Hlth-Nurse	34,901	6.0	6	40,089	6.0	55	32,750	6.5	10	32,724	5.0	141
517.00 Dir Campus Ministries	*	11.0	3	48,400	5.0	22	*	12.0	3	34,000	3.0	75
518.00 Dir Athletics	66,855	3.0	9	82,737	4.0	140	61,544	4.0	12	56,025	5.0	222
519.00 Dir Sports Info	32,705	5.0	6	36,840	5.5	120	30,552	3.0	5	28,379	5.0	181
520.00 Dir Athletics/Men	*	*		63,350	8.0	15	*	*		52,693	5.0	18
521.00 Dir Athletics/Women	*	1.0	3	50,500	8.5	38	36,917	3.0	6	39,047	8.5	40
522.00 Dir Campus Rec	49,196	11.0	6	45,078	8.0	106	32,192	6.0	19	32,777	5.0	130
523.00 Chief Enrollment Mgmt	*	5.0	1	67,139	3.0	34	*	2.0	3	60,686	3.0	52
524.00 Dir Minority Affairs	46,000	3.0	62	33,900	2.0	4	35,302	3.0	96	34,080	4.0	5
525.00 Dir Conferences	*	6.5	2	46,148	5.0	65	30,221	4.0	4	34,653	4.0	70

*denotes 3 cases or fewer

TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	*	1.2	2	88,095	6.0	30	77,359	2.0	6	90,000	7.0	72
101.10 Asst to Ceo/System	*	4.0	2	40,000	2.0	5	*	1.0	3	49,741	7.0	14
102.00 Ceo / Single Inst	93,522	4.0	21	94,500	6.0	338	80,000	5.5	18	80,420	6.0	242
102.10 Asst to Ceo/Single	42,558	3.0	20	40,000	4.0	142	53,545	2.0	5	39,192	6.0	65
103.00 Exec Vice Pres	61,326	3.0	5	66,000	3.0	50	76,923	1.0	5	68,269	4.0	35
ACADEMIC												
201.00 Chief Acad Off	60,000	2.0	19	65,625	4.0	365	67,597	4.5	16	60,808	4.0	273
202.00 Chf Hlth Prof Off	*	6.5	2	*	5.0	3	*	1.3	1	47,450	6.0	13
203.00 Dir Library Serv	37,968	6.0	23	39,862	7.0	342	46,767	4.5	16	40,875	8.0	190
203.10 Circulatn Librarian	22,500	2.5	14	23,700	5.0	115	35,334	14.0	8	31,250	7.0	43
203.20 Acquistns Librarian	28,004	2.0	11	28,901	10.0	114	40,672	8.0	5	31,915	7.0	31
203.30 Tech Serv Librarian	27,082	13.0	16	28,000	6.0	202	37,757	10.0	13	32,877	6.0	75
203.40 Public Serv Librarian	30,197	3.5	10	28,375	6.0	113	33,515	11.0	5	37,165	6.5	38
203.50 Reference Librarian	27,016	5.0	15	27,600	5.0	186	40,391	12.0	8	34,240	9.0	56
204.00 Dir Instit Research	35,598	2.0	12	38,753	4.0	82	38,325	3.5	10	45,324	4.0	118
204.10 Assc Dir Inst Res	*	2.0	3	27,150	2.0	15	*	4.0	1	36,416	4.0	14
205.00 Dir Educ Media Serv	37,246	9.0	4	30,000	5.0	138	28,625	5.5	4	38,855	7.0	83
206.00 Dir Learning Res Ctr	34,890	6.0	6	30,084	5.0	107	43,441	3.0	9	42,295	6.0	136
207.00 Dir Internatl Std Ed	42,050	2.0	5	38,000	4.0	41	*	6.0	1	42,040	4.0	6
208.00 Dir Comp Ctr Opr/Acad	35,521	4.0	9	39,318	4.0	119	34,058	2.5	6	41,000	7.0	46
208.10 Assc Dir CC Opr/Acad	*	5.0	2	28,436	4.0	43	*	*		39,539	8.0	7
209.00 Admn Grants-Contract	38,300	4.0	7	33,217	3.0	53	38,760	1.0	7	45,723	4.5	56
210.00 Dean,Architecture	*	*		*	7.5	2	*	*		*	6.0	1
211.00 Dean,Agriculture	*	8.0	3	*	24.0	1	*	*		47,619	3.5	10
212.00 Dean,Arts & Letters	*	*		54,054	2.0	15	*	7.0	1	51,615	6.5	24
213.00 Dean,Arts & Sciences	57,873	1.8	6	58,500	3.0	55	55,989	2.0	9	51,119	4.0	66
214.00 Dean,Business	43,340	2.0	11	56,361	2.0	89	49,906	4.0	13	49,957	5.0	123
215.00 Dean,Communications	*	3.0	3	39,677	4.0	19	*	2.0	3	48,187	4.0	24
216.00 Dean,Continuing Ed	35,923	4.0	9	44,343	5.0	105	53,669	5.0	15	49,788	6.0	149
217.00 Dean,Dentistry	*	*		*	5.0	1	*	*		46,458	9.5	4
218.00 Dean,Education	34,512	3.0	11	47,090	3.5	74	46,213	8.0	4	49,413	3.5	14
219.00 Dean,Engineering	*	*		56,545	3.0	11	*	*		54,120	5.0	50
221.00 Dean,Extension	*	*		44,308	3.0	7	*	5.0	3	54,924	5.5	26
222.00 Dean,Fine Arts	*	.4	1	40,680	4.0	33	*	3.5	2	45,127	10.0	19
223.00 Dean,Graduate Program	53,440	4.0	6	49,000	3.0	56	*	*		*	.4	1
224.00 Dean,Hlth-Rltd Prof	*	3.0	1	47,940	4.0	16	48,324	4.5	5	49,734	5.0	81
225.00 Dean,Home Economics	*	*		*	17.5	2	*	*		60,768	3.0	5
226.00 Dean,Humanities	43,350	3.0	6	43,574	3.5	48	65,685	3.0	7	51,650	6.0	53
227.00 Dean,Instruction	*	4.5	2	*	11.5	2	66,147	4.5	4	57,854	1.0	24
228.00 Dean,Law	*	*		*	4.0	3	*	*		44,078	5.0	5
229.00 Dean,Lib & Inf Sci	*	4.0	1	35,683	4.0	4	*	10.0	2	51,653	10.0	13
230.00 Dean,Mathematics	51,009	4.5	4	42,616	5.0	21	55,127	4.0	5	51,453	4.0	43
232.00 Dean,Music	*	6.0	1	38,164	6.0	18	*	*		45,053	18.0	4
233.00 Dean,Nursing	55,528	3.0	6	47,713	4.0	46	*	4.0	3	46,412	5.0	52
234.00 Dean,Occ Std/Voc Ed	*	*		59,945	7.0	11	55,725	4.0	9	51,796	5.0	119
235.00 Dean,Pharmacy	*	*		*	15.0	1	*	*		*	*	
236.00 Dean,Public Health	*	*		*	*		*	*		*	21.0	1
237.00 Dean,Sciences	31,283	5.0	5	49,300	4.0	50	49,076	4.6	4	50,476	4.0	50
238.00 Dean,Social Sciences	*	11.0	2	43,662	5.5	52	52,878	5.0	10	51,937	9.0	48
239.00 Dean,Social Work	*	*		39,695	9.5	6	*	*		*	*	
240.00 Dean,Special Programs	*	6.2	2	45,678	5.0	22	43,000	4.0	11	44,837	4.0	39
241.00 Dean,Undergrad Prog	*	3.0	1	52,135	4.0	24	34,000	*		45,700	4.0	5
242.00 Dean,Veterinary Sci	*	*		*	*		*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	52,394	5.0	17	64,105	6.0	321	57,000	2.0	15	58,319	8.0	270
301.01 Chief Admin Off	*	19.0	1	58,619	3.0	43	*	3.0	3	61,880	5.0	41
301.02 Chief Financial Off	*	8.0	2	51,500	3.0	70	*	2.5	2	50,000	6.0	71
301.10 Dir Env Health-Safety	*	4.0	1	26,485	1.0	7	*	12.0	1	38,576	3.8	10
301.20 Dir Telecommunic	*	8.0	3	30,500	3.0	34	*	5.0	1	40,521	5.0	19
302.00 Chief Planning Off	*	5.0	3	49,298	3.0	29	59,274	1.0	6	56,840	5.0	43
303.00 Chief Budgeting Off	41,244	2.0	6	48,775	4.0	43	45,456	5.0	7	45,886	4.0	37
303.10 Assc Budget Dir	*	9.0	1	38,000	3.0	21	*	*		35,831	5.0	17
304.00 Chief Plan-Budgt Off	*	2.0	1	49,950	5.5	10	*	11.8	2	*	2.0	1
305.00 General Counsel	*	1.0	1	61,370	4.5	10	*	.7	2	51,251	10.0	6
305.10 Staff Attorneys	*	*		53,863	2.7	4	*	*		*	*	
306.00 Chf Personnel/HR Off	36,944	4.0	18	37,910	4.0	169	49,092	4.0	16	43,936	6.0	122
306.10 Assc Dir Pers/HR	26,196	3.0	6	31,518	3.0	43	30,250	1.0	6	41,350	6.0	29
306.20 Manager Benefits	26,600	1.5	8	26,000	3.0	35	*	6.0	3	29,188	3.0	27
306.30 Manager Training-Dev	*	2.0	1	29,850	3.5	6	*	5.0	2	35,119	3.0	12
306.40 Manager Empl Relatns	*	*		39,284	4.0	5	*	*		*	3.0	1
306.50 Manager Labor Rel	*	*		*	2.5	2	*	*		*	8.5	2
306.60 Manager Employment	*	1.0	3	26,500	2.0	11	*	1.0	3	32,392	4.0	14
306.70 Mgr Wage-Sal/Mgr,Comp	*	2.0	1	34,409	4.0	7	*	*		37,213	5.0	7
306.80 Mgr Personnel Inf Sys	*	1.0	3	27,605	2.5	10	*	9.0	1	35,893	5.5	10
307.00 Dir AA/EEO	49,834	3.0	15	43,001	6.5	8	47,650	2.0	24	39,021	8.0	7
307.10 Assc Dir AA/EEO	*	4.0	2	*	3.6	1	*	*		*	8.0	3
308.00 Dir Pers-AA	31,608	5.0	5	32,257	3.0	45	45,006	2.0	23	38,206	5.0	58
309.00 Chief Inform Sys Off	*	3.0	3	47,000	6.0	140	33,747	6.0	4	47,357	7.0	135
309.10 Assc Dir Computer Ctr	*	2.0	2	36,947	4.0	55	*	10.0	2	37,340	5.0	43
309.20 Data Base Admin	*	*		30,525	5.0	29	*	9.5	2	40,408	4.0	17
309.30 Sys Analyst I-Hi	21,483	4.0	4	31,633	5.0	62	*	5.0	2	35,074	5.0	51
309.40 Sys Analyst II-Lo	*	3.2	2	25,000	2.0	31	*	4.0	2	34,254	5.0	14
309.50 Prog Analyst I-Hi	29,475	6.0	6	29,000	3.0	86	*	7.0	3	31,800	5.0	75
309.60 Prog Analyst II-Lo	20,319	2.0	9	24,500	3.0	74	26,312	3.0	5	27,528	4.5	56
310.00 Dir Comp Ctr Opr/Ad	38,388	6.0	12	38,775	5.0	158	*	4.0	1	43,457	6.0	63

*denotes 3 cases or fewer

TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	*	4.0	2	28,943	3.0	57	*	6.0	2	37,248	7.0	25
312.00 Chf Phys Plnt/Fac	33,960	3.5	12	42,000	5.5	294	48,650	4.5	12	41,656	6.0	224
312.10 Assc Dir Phys Plnt	36,746	5.0	7	31,852	4.0	118	33,888	9.0	6	35,276	4.0	68
312.20 Mgr Landscape/Grnds	30,828	10.0	9	26,588	5.0	120	*	8.0	3	27,775	5.0	49
312.30 Mgr Bldg Mnt Trades	*	6.7	2	30,326	4.5	92	*	6.0	1	33,694	6.5	42
312.40 Mgr Tech Trades	*	4.0	1	30,000	5.0	37	*	*		32,858	3.0	17
312.50 Mgr Custodial Srv	22,040	2.0	29	25,515	5.0	126	30,466	5.5	18	26,019	5.0	55
312.60 Mgr Power Plant	*	*		38,055	9.5	28	*	4.0	3	32,150	7.0	10
313.00 Comptroller	42,500	2.0	10	42,500	5.0	206	56,413	4.0	6	43,344	6.5	121
313.10 Manager Payroll	25,585	3.0	7	24,000	4.0	107	28,616	3.0	7	27,881	6.0	77
314.00 Dir Accounting	32,404	2.0	5	32,620	3.5	96	38,412	3.0	8	34,652	5.0	86
314.10 Staff Accountant-Hi	23,550	4.0	15	25,300	3.0	114	29,066	2.0	4	28,852	4.3	72
314.20 Staff Accountant-Lo	21,333	2.5	12	21,421	2.0	71	30,372	6.0	9	23,051	4.0	52
315.00 Bursar	23,868	2.0	7	28,914	6.0	86	24,637	4.0	7	36,319	6.0	35
315.10 Assc Bursar	*	*		19,500	3.0	17	*	*		32,246	7.0	8
316.00 Dir Purchasing	25,896	6.0	13	30,816	5.0	106	26,132	3.0	12	33,875	6.0	127
316.10 Assc Dir Purchasing	20,141	3.0	4	24,050	7.0	15	*	21.0	1	27,608	7.0	18
317.00 Dir Bookstore	18,310	2.0	9	25,000	6.5	236	29,660	8.0	11	25,169	6.0	147
317.10 Assc Dir Bookstore	*	4.5	2	20,280	4.0	44	*	*		26,000	4.0	33
318.00 Dir Internal Audit	*	*		41,998	3.0	16	40,720	4.0	4	35,010	2.0	28
319.00 Dir Aux Services	*	7.0	3	37,715	4.0	54	*	13.0	2	43,407	8.5	42
319.10 Mgr Mail Services	18,000	6.0	22	17,992	5.0	121	21,834	8.0	9	22,157	8.5	28
320.00 Dir Campus Security	26,000	2.0	23	29,211	4.0	210	37,005	4.5	18	31,255	6.0	93
321.00 Dir Risk Mgt/Ins	*	*		*	5.0	3	*	*		54,444	7.0	5
322.00 Admin Hosp Med Ctr	*	*		*	*		*	*		*	1.0	1
322.10 Dir Med Ctr Pub Rel	*	*		*	11.5	2	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	55,080	2.0	8	60,950	3.0	281	*	.7	2	49,087	3.0	107
401.10 Dir Annual Giving	*	2.0	1	33,211	2.0	201	*	*		35,343	1.0	21
401.20 Dir Corp/Fndtn Rel	32,468	4.0	4	40,000	2.0	112	*	1.0	1	40,680	2.0	23
401.30 Coord Res Dev	*	1.0	1	26,993	3.0	74	*	1.0	1	36,879	3.0	14
401.40 Dir Estate Pln	*	*		41,788	3.0	77	*	*		*	4.0	1
402.00 Chf Public Rel Off	36,500	2.0	12	37,000	3.0	198	38,858	3.0	5	36,040	5.0	115
402.10 Dir Gov/Leg Rel	*	3.0	1	53,361	4.0	5	*	1.0	1	*	2.0	2
403.00 Chf Dev/Pub Rel Off	*	5.0	1	52,198	4.0	46	*	11.5	2	44,898	4.5	36
404.00 Dir Alumni Affairs	34,585	2.0	13	31,049	2.0	263	*	3.0	1	28,680	2.0	27
405.00 Dir Dev/Alumni Aff	*	12.5	2	42,930	2.0	36	*	1.0	1	36,953	3.0	20
406.00 Dir Spec/Defer Gifts	*	2.0	1	44,117	3.0	66	*	*		35,862	3.0	4
407.00 Dir Church Relations	28,584	1.5	4	38,010	5.0	40	*	*		27,060	1.0	4
408.00 Dir Community Serv	*	1.0	3	31,340	3.0	23	39,234	3.5	12	43,331	5.0	71
409.00 Dir Publications	*	6.7	2	30,510	3.0	121	*	19.0	1	35,622	5.0	35
409.10 Assc Dir Publicatns	*	*		24,260	3.0	55	*	*		23,630	1.0	8
409.20 Mgr Printing Srv	19,821	2.5	10	24,771	6.0	103	26,461	8.0	7	28,592	9.0	54
410.00 Dir Info Office	20,100	2.0	4	30,260	4.0	100	34,270	4.5	4	34,172	4.0	73
411.00 Dir News Bureau	25,600	*		25,200	2.0	62	*	14.0	1	32,362	7.0	7
STUDENT SERVICES												
501.00 Chf Student Aff Off	59,081	2.0	30	52,000	5.0	273	55,603	3.0	50	54,862	6.0	206
501.50 Dean of Students	38,849	2.0	10	41,038	3.0	116	56,000	2.5	10	50,566	6.5	66
502.00 Chief Admissions Off	36,872	4.5	14	41,169	4.0	274	35,700	4.0	15	38,718	4.0	118
502.10 Assc Dir Admissions	30,428	1.0	19	28,000	3.0	185	26,500	3.0	7	28,500	2.0	45
502.20 Admissions Counselor	20,000	2.0	21	19,743	2.0	123	26,151	4.0	11	24,575	3.0	58
502.30 Academic Advisor	24,975	9.0	5	29,141	3.0	49	*	10.0	3	28,671	3.5	18
503.00 Dir Adm & Registrar	*	8.7	2	36,296	6.0	12	44,594	3.0	11	44,233	5.0	94
504.00 Registrar	35,000	7.0	20	34,174	6.0	347	30,000	2.5	16	37,469	6.0	150
504.10 Assc Registrar	31,960	2.5	6	26,343	4.0	74	*	1.0	3	33,009	6.0	34
504.20 Asst Registrar	21,204	2.5	6	21,500	3.0	111	25,065	2.0	5	27,780	3.0	31
505.00 Dir Adm/Fin Aid	*	8.0	2	46,500	5.0	49	*	3.0	3	44,763	6.0	24
506.00 Dir Student Fin Aid	35,471	4.0	33	34,167	5.0	323	40,358	5.0	42	35,867	6.0	212
506.10 Assc Dir Std Fin Aid	32,309	3.0	12	23,943	3.0	171	31,570	2.0	15	25,131	3.0	56
507.00 Dir Food Services	*	15.0	3	35,600	5.0	77	24,386	1.0	4	27,007	5.0	39
507.10 Assc Dir Food Serv	22,550	2.5	6	25,282	3.0	40	*	1.0	1	32,106	7.0	5
508.00 Dir Residence Halls	31,983	3.5	16	28,500	3.0	165	*	4.0	3	26,697	6.0	31
508.10 Assc Dir Std Housing	*	1.5	2	24,100	2.0	53	*	*		17,000	.4	5
508.20 Housing Off/Adm Opr	*	.4	1	23,175	2.0	25	*	*		20,206	1.5	4
508.30 Housing Off/Res Life	33,148	1.5	4	24,255	2.0	75	*	1.0	1	22,015	2.5	14
509.00 Dir Union/Std Act	23,000	2.0	5	29,155	3.0	43	*	4.0	3	32,026	4.0	12
510.00 Dir Foreign Students	28,016	2.0	9	27,113	3.0	42	27,242	1.7	4	26,200	3.0	10
511.00 Dir Student Union	31,514	5.0	7	32,000	3.0	34	*	13.5	2	28,305	6.0	7
511.10 Assc Dir Std Union	*	3.0	3	23,373	2.0	11	*	*		*	6.5	2
512.00 Dir Std Activities	26,693	2.0	24	25,522	2.0	192	34,197	4.0	22	31,355	4.0	122
513.00 Dir Career Dev-Plcmt	32,342	3.5	16	30,407	4.0	271	34,488	4.5	15	35,280	4.0	122
514.00 Dir Std Counseling	30,776	2.0	18	34,724	5.0	182	46,085	7.0	24	42,068	4.0	147
514.10 Assc Dir Std Cnslg	*	1.0	3	29,672	3.0	52	*	2.0	3	34,987	3.0	18
515.00 Dir Std Hlth-Physicn	*	16.0	2	74,688	4.0	23	*	*		41,201	19.0	5
516.00 Dir Std Hlth-Nurse	22,785	4.5	14	24,495	6.0	204	28,307	4.2	4	27,600	5.0	43
517.00 Dir Campus Ministries	34,384	3.5	6	30,285	3.0	176	*	*		25,184	1.0	7
518.00 Dir Athletics	43,681	6.0	14	41,550	4.5	276	*	5.0	3	40,350	4.0	109
519.00 Dir Sports Info	28,096	3.0	5	22,200	2.0	119	*	*		25,738	4.5	8
520.00 Dir Athletics/Men	*	5.7	2	44,020	9.0	19	*	*		*	1.0	1
521.00 Dir Athletics/Women	*	1.5	2	34,139	5.5	36	*	*		*	5.0	2
522.00 Dir Campus Rec	33,255	10.0	5	25,703	3.0	77	*	3.0	3	24,116	4.5	22
523.00 Chief Enrollment Mgmt	47,369	3.0	6	51,663	3.0	60	33,750	1.5	4	44,974	2.5	18
524.00 Dir Minority Affairs	30,000	1.0	74	*	1.0	2	29,710	1.0	24	*	3.0	1
525.00 Dir Conferences	24,625	4.0	4	30,853	3.0	59	*	3.0	1	28,924	4.0	13

*denotes 3 cases or fewer

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	169,170	3.0	9	141,500	3.5	32	125,000	5.0	7	110,680	3.0	14
101.10 Asst to Ceo/System	77,930	2.0	15	54,000	1.0	5	55,826	4.0	4	*	*	
102.00 Ceo / Single Inst	131,570	5.0	41	137,100	3.5	96	99,980	6.0	68	104,040	5.0	184
102.10 Asst to Ceo/Single	62,454	4.0	59	61,200	2.0	24	53,178	4.0	85	49,201	3.0	43
103.00 Exec Vice Pres	108,000	3.0	24	123,601	3.5	18	84,073	7.0	25	70,934	1.0	14
ACADEMIC												
201.00 Chief Acad Off	114,000	3.0	99	113,300	2.0	57	84,432	3.0	119	85,373	3.0	145
202.00 Chf Hlth Prof Off	146,350	8.0	15	208,330	4.5	18	100,948	4.0	6	88,888	3.0	5
203.00 Dir Library Serv	76,850	5.5	40	80,906	5.0	114	47,114	6.0	77	59,250	8.0	176
203.10 Circulatn Librarian	35,489	8.0	73	34,462	3.0	35	31,237	5.0	61	30,500	5.0	79
203.20 Acquistns Librarian	39,312	6.0	64	39,579	6.0	43	34,474	8.5	70	32,291	6.0	72
203.30 Tech Serv Librarian	50,976	6.0	54	45,600	7.0	51	38,912	7.0	64	35,830	6.0	105
203.40 Public Serv Librarian	49,850	6.0	43	51,022	6.0	38	38,895	5.0	48	36,000	5.0	71
203.50 Reference Librarian	40,994	5.0	61	39,416	5.0	46	35,483	7.0	49	30,648	6.0	120
204.00 Dir Instit Research	60,660	5.0	61	58,551	5.0	43	50,000	5.0	75	50,664	4.3	64
204.10 Assc Dir Inst Res	45,215	3.0	32	40,380	5.5	12	37,369	5.0	18	37,101	2.0	14
205.00 Dir Educ Media Serv	51,165	7.0	55	50,030	11.5	34	37,723	7.0	63	36,216	8.0	71
206.00 Dir Learning Res Ctr	50,720	3.0	27	48,537	6.0	21	40,588	6.0	38	34,010	5.0	45
207.00 Dir Internatl Std Ed	53,664	3.0	49	55,435	3.0	27	47,038	4.0	47	49,001	3.0	20
208.00 Dir Comp Ctr Opr/Acad	67,052	6.0	45	72,508	3.0	32	50,000	5.5	50	48,185	5.0	50
208.10 Assc Dir CC Opr/Acad	54,770	6.0	25	50,934	4.0	13	42,271	5.0	27	45,410	5.5	12
209.00 Admn Grants-Contract	59,800	6.5	80	65,500	3.5	46	44,378	6.0	53	45,499	3.0	79
210.00 Dean,Architecture	96,000	6.0	20	92,477	3.0	30	*	4.7	2	*	7.7	2
211.00 Dean,Agriculture	100,213	5.0	21	104,220	3.0	19	79,025	5.5	6	68,405	6.0	5
212.00 Dean,Arts & Letters	92,440	9.0	13	106,900	2.0	7	68,333	2.0	24	73,638	2.0	19
213.00 Dean,Arts & Sciences	97,250	3.0	61	95,002	3.0	45	71,500	4.0	83	74,911	3.0	57
214.00 Dean,Business	104,948	5.0	65	109,804	2.0	79	74,132	4.0	95	83,900	3.0	102
215.00 Dean,Communications	87,156	8.0	10	94,000	4.0	20	55,587	2.0	11	*	10.5	2
216.00 Dean,Continuing Ed	76,500	5.0	44	83,050	5.0	41	60,000	5.0	66	59,613	4.0	54
217.00 Dean,Dentistry	123,250	5.0	10	125,339	6.0	13	*	4.0	1	*	7.0	3
218.00 Dean,Education	84,000	3.0	46	91,000	3.0	68	66,824	5.0	73	73,610	3.0	89
219.00 Dean,Engineering	105,199	3.0	55	115,000	4.0	51	82,150	5.0	29	89,540	5.5	34
221.00 Dean,Extension	89,386	7.0	15	85,356	3.5	12	60,386	3.0	7	80,143	5.0	5
222.00 Dean,Fine Arts	77,436	5.0	21	95,800	3.0	20	64,610	6.0	22	72,073	4.0	28
223.00 Dean,Graduate Program	91,750	3.0	79	88,254	4.5	40	64,344	4.0	97	65,000	3.0	47
224.00 Dean,Hlth-Rltd Prof	88,045	6.0	17	90,019	5.0	13	70,013	5.0	21	77,552	4.0	28
225.00 Dean,Home Economics	78,500	5.0	9	92,684	5.0	23	*	7.0	3	*	4.5	2
226.00 Dean,Humanities	89,604	4.0	11	100,399	5.0	5	59,290	3.5	22	71,413	2.0	8
227.00 Dean,Instruction	*	11.0	1	*	*		*	*		*	*	
228.00 Dean,Law	125,000	3.0	40	130,875	4.0	35	100,683	4.5	6	127,362	3.5	24
229.00 Dean,Lib & Inf Sci	84,101	3.5	14	85,650	5.0	20	68,233	5.5	4	64,547	4.0	12
230.00 Dean,Mathematics	77,662	1.5	8	*	8.5	2	51,600	2.0	11	77,319	3.0	4
231.00 Dean,Medicine	184,900	4.0	25	182,000	3.0	17	*	2.0	3	*	3.0	3
232.00 Dean,Music	85,813	2.0	13	92,879	7.0	11	52,000	5.0	7	70,620	4.0	9
233.00 Dean,Nursing	85,541	3.0	21	94,681	4.0	47	65,000	4.0	22	67,934	4.0	42
234.00 Dean,Occ Std/Voc Ed	77,000	2.0	5	76,000	4.2	4	71,000	6.0	17	69,470	6.5	10
235.00 Dean,Pharmacy	105,000	7.0	17	106,339	7.0	18	77,304	3.0	4	84,978	4.0	6
236.00 Dean,Public Health	131,500	9.0	9	135,172	6.5	6	*	*		*	12.0	1
237.00 Dean,Sciences	104,794	2.0	21	103,531	2.5	14	69,003	5.0	40	68,085	3.0	22
238.00 Dean,Social Sciences	98,825	3.0	11	111,528	4.0	8	66,330	6.0	27	81,498	1.0	5
239.00 Dean,Social Work	87,376	6.0	19	94,896	3.5	22	*	7.0	3	72,352	7.0	7
240.00 Dean,Special Programs	74,060	6.0	7	*	10.0	2	63,981	6.5	10	46,446	3.0	7
241.00 Dean,Undergrad Prog	84,759	5.0	23	75,250	3.0	6	58,620	4.0	22	58,000	4.5	8
242.00 Dean,Veterinary Sci	109,308	6.0	7	111,500	5.5	12	*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	100,000	8.0	59	103,500	4.0	67	79,250	6.0	89	79,960	5.0	135
301.01 Chief Admin Off	95,529	5.0	24	93,904	5.5	16	69,170	5.0	43	79,579	3.0	21
301.02 Chief Financial Off	83,220	4.0	35	83,650	3.0	39	68,664	7.0	43	63,138	5.0	52
301.10 Dir Env Health-Safety	53,650	6.0	57	54,374	4.0	39	40,316	3.0	22	40,041	3.5	28
301.20 Dir Telecommunic	57,942	5.0	67	50,900	5.0	45	43,515	4.0	50	41,838	4.0	49
302.00 Chief Planning Off	81,200	5.0	20	83,200	4.0	9	65,540	4.0	25	56,400	5.0	17
303.00 Chief Budgeting Off	64,500	5.0	79	65,000	4.0	31	51,867	7.0	66	50,732	5.0	47
303.10 Assc Budget Dir	51,000	5.0	52	51,600	6.0	11	41,600	4.0	31	37,585	3.0	17
304.00 Chief Plan-Budgt Off	78,192	6.0	24	85,748	5.5	4	59,961	6.0	14	60,700	4.0	9
305.00 General Counsel	74,245	6.5	32	90,200	6.0	56	64,200	7.0	11	61,109	4.0	34
305.10 Staff Attorneys	61,556	6.0	10	54,009	3.0	23	*	*		45,550	2.5	6
306.00 Chf Personnel/HR Off	63,240	5.0	63	69,550	4.0	84	48,622	6.0	85	52,976	6.0	123
306.10 Assc Dir Pers/HR	48,246	5.5	48	45,693	2.0	29	39,112	7.0	48	37,062	3.0	38
306.20 Manager Benefits	42,843	5.0	77	40,341	3.0	45	30,800	4.0	67	29,484	2.0	51
306.30 Manager Training-Dev	37,644	3.0	54	38,098	4.0	24	32,436	4.0	15	31,685	3.0	18
306.40 Manager Empl Relatns	41,243	6.0	30	38,000	5.0	12	34,320	2.0	5	45,680	2.0	8
306.50 Manager Labor Rel	48,228	6.0	16	49,140	4.0	11	42,987	3.0	4	45,949	2.0	5
306.60 Manager Employment	38,472	4.0	69	35,020	4.0	31	30,028	4.5	36	32,550	4.0	26
306.70 Mgr Wage-Sal/Mgr,Comp	40,000	4.0	60	38,581	2.0	29	34,109	3.5	18	32,322	3.0	26
306.80 Mgr Personnel Inf Sys	38,860	4.0	46	46,156	2.5	10	30,063	4.0	18	38,575	2.0	8
307.00 Dir AA/EEO	57,290	5.5	48	57,600	3.5	74	45,392	5.0	48	45,625	4.0	47
307.10 Assc Dir AA/EEO	39,744	3.0	20	35,616	2.0	19	41,864	3.0	7	36,500	2.0	6
308.00 Dir Pers-AA	46,500	7.0	7	54,548	6.0	5	47,916	6.0	19	41,200	5.0	21
309.00 Chief Inform Sys Off	76,800	4.5	62	82,140	5.0	47	58,649	9.0	80	60,835	5.0	91
309.10 Assc Dir Computer Ctr	65,270	6.0	24	71,750	5.0	7	47,505	6.0	41	48,476	6.0	18
309.20 Data Base Admin	51,300	6.0	47	51,747	4.0	13	39,138	4.0	30	36,588	5.5	28
309.30 Sys Analyst I-Hi	45,899	6.0	19	40,855	4.0	16	37,960	6.0	41	40,158	7.0	44
309.40 Sys Analyst II-Lo	36,416	3.0	12	35,250	3.0	13	31,775	3.0	22	28,093	3.5	34
309.50 Prog Analyst I-Hi	36,654	5.5	20	33,414	2.5	18	31,463	5.0	36	32,800	4.0	80
309.60 Prog Analyst II-Lo	29,148	3.5	8	26,375	3.0	17	27,500	3.0	23	27,333	2.0	54

*denotes 3 cases or fewer

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	62,435	6.0	60	74,255	6.0	30	49,750	4.0	60	48,650	7.0	59
310.10 Assc Dir Comp Ctr	58,831	6.0	26	54,274	3.0	15	42,149	4.0	19	46,406	6.0	21
312.00 Chf Phys Plnt/Fac	70,778	5.0	78	72,853	4.0	80	53,955	5.0	115	53,391	5.0	143
312.10 Assc Dir Phys Plnt	55,692	6.0	64	58,450	4.0	38	40,262	4.0	49	42,873	4.0	65
312.20 Mgr Landscape/Grnds	39,468	6.5	68	37,024	6.0	52	30,536	6.0	78	31,500	5.0	73
312.30 Mgr Bldg Mnt Trades	43,390	5.0	68	46,672	7.0	23	33,835	5.0	63	35,019	6.0	59
312.40 Mgr Tech Trades	44,093	5.0	43	45,500	5.5	10	33,702	5.5	22	36,699	4.0	30
312.50 Mgr Custodial Srv	37,482	5.0	77	36,625	4.0	42	31,000	6.0	89	30,000	5.0	76
312.60 Mgr Power Plant	44,000	5.0	56	46,124	6.0	31	33,481	7.0	57	39,725	6.0	25
313.00 Comptroller	72,400	6.0	70	71,605	4.0	57	53,067	6.0	100	52,481	4.5	81
313.10 Manager Payroll	40,604	6.0	104	38,155	4.0	42	30,193	6.0	109	26,906	3.0	49
314.00 Dir Accounting	53,400	5.0	70	54,500	4.0	32	41,002	4.0	75	42,748	4.0	59
314.10 Staff Accountant-Hi	35,500	5.0	28	31,950	3.0	26	31,140	6.0	51	31,184	2.0	75
314.20 Staff Accountant-Lo	24,523	2.0	20	24,541	2.0	26	25,251	2.0	31	26,500	2.0	52
315.00 Bursar	49,898	5.0	65	42,850	6.0	24	35,404	7.0	69	37,000	3.5	52
315.10 Assc Bursar	38,600	4.0	21	30,500	3.0	9	29,600	9.5	16	29,636	3.0	12
316.00 Dir Purchasing	53,000	6.0	85	52,199	5.0	61	37,356	6.0	104	41,823	5.0	88
316.10 Assc Dir Purchasing	44,404	5.0	52	42,058	3.0	24	32,641	6.5	40	30,105	5.0	23
317.00 Dir Bookstore	45,100	5.0	52	50,338	6.0	41	36,115	9.0	62	35,338	7.0	84
317.10 Assc Dir Bookstore	36,856	5.0	32	33,007	4.5	12	26,772	6.0	22	24,000	3.0	23
318.00 Dir Internal Audit	53,000	7.0	57	56,168	5.0	62	37,300	3.5	20	42,228	4.5	62
319.00 Dir Aux Services	62,552	6.0	47	64,000	9.0	27	51,408	6.0	64	49,510	5.0	29
319.10 Mgr Mail Services	28,250	5.5	80	31,964	6.0	40	24,000	4.5	76	23,260	4.0	56
320.00 Dir Campus Security	53,000	5.0	73	53,745	5.0	84	37,100	5.0	79	40,556	6.0	154
321.00 Dir Risk Mgt/Ins	54,452	4.0	37	54,348	5.0	35	44,150	5.0	15	43,010	5.0	9
322.00 Admin Hosp Med Ctr	145,000	5.0	16	210,000	2.0	9	*	4.0	1	*	6.0	1
322.10 Dir Med Ctr Pub Rel	51,403	6.0	13	65,000	4.5	12	*	*		*	4.0	1
322.20 Dir Med Ctr Pers	70,420	4.0	12	58,000	2.0	9	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	90,264	3.0	48	90,085	2.0	65	65,000	3.0	56	72,169	3.0	125
401.10 Dir Annual Giving	43,538	2.0	43	41,000	2.0	49	34,510	3.0	38	35,963	2.0	96
401.20 Dir Corp/Fndtn Rel	59,020	3.5	34	49,020	2.0	44	43,265	2.0	30	40,800	2.0	63
401.30 Coord Res Dev	36,334	4.0	21	39,656	2.0	22	30,090	3.0	27	29,500	3.0	27
401.40 Dir Estate Pln	60,522	7.0	12	61,674	4.0	29	42,683	3.0	6	52,300	3.0	35
402.00 Chf Public Rel Off	69,412	5.0	53	70,768	2.0	48	49,100	4.5	42	46,500	3.0	101
402.10 Dir Gov/Leg Rel	77,328	5.0	37	60,250	4.0	39	51,999	6.0	14	63,000	5.0	13
403.00 Chf Dev/Pub Rel Off	96,064	2.0	19	100,552	2.0	37	70,774	5.0	27	77,050	5.0	43
404.00 Dir Alumni Affairs	50,556	5.0	65	55,000	3.5	70	39,750	3.0	90	37,064	3.0	133
405.00 Dir Dev/Alumni Aff	54,927	8.5	8	69,550	2.0	11	44,791	1.5	16	48,750	1.0	21
406.00 Dir Spec/Defer Gifts	58,503	5.0	21	52,007	2.0	21	43,525	2.0	10	51,310	2.5	24
407.00 Dir Church Relations	*	5.0	2	58,480	6.0	5	31,941	1.0	5	46,000	4.0	11
408.00 Dir Community Serv	42,943	6.0	14	47,177	4.0	11	43,729	5.0	11	36,700	3.0	15
409.00 Dir Publications	47,000	5.0	68	43,680	4.0	43	37,270	6.0	56	37,136	4.0	70
409.10 Assc Dir Publicatns	33,412	3.5	30	37,300	5.0	7	30,961	5.0	21	27,810	2.0	28
409.20 Mgr Printing Srv	39,100	7.0	71	46,155	4.0	36	30,105	11.0	65	31,598	6.0	66
410.00 Dir Info Office	50,003	5.0	45	52,415	4.5	34	38,422	6.0	33	37,800	4.0	66
411.00 Dir News Bureau	42,013	4.0	34	42,498	4.0	32	33,000	4.0	29	32,002	3.5	52
STUDENT SERVICES												
501.00 Chf Student Aff Off	88,450	4.0	76	88,533	7.0	69	68,500	6.0	118	70,000	6.0	127
501.50 Dean of Students	60,606	4.0	57	60,500	4.0	21	52,104	4.0	51	49,866	3.0	55
502.00 Chief Admissions Off	52,765	5.0	75	65,637	4.0	60	49,740	7.0	118	50,504	3.0	105
502.10 Assc Dir Admissions	40,310	6.5	66	40,597	4.5	20	34,092	4.0	111	33,863	3.0	56
502.20 Admissions Counselor	27,708	5.0	12	21,868	2.0	14	25,843	3.5	22	22,600	2.0	85
502.30 Academic Advisor	35,757	3.5	10	26,070	4.0	7	32 949	4.0	31	24,885	3.0	30
503.00 Dir Adm & Registrar	67,339	7.0	19	71,631	11.0	6	54,642	8.0	10	51,500	5.5	16
504.00 Registrar	55,780	8.0	89	59,425	7.0	57	45,100	6.0	148	46,381	5.0	96
504.10 Assc Registrar	40,776	6.0	66	39,474	5.0	25	34,604	5.0	84	32,428	5.0	26
504.20 Asst Registrar	31,468	5.0	45	29,402	5.0	17	27,000	4.5	76	27,625	3.5	30
505.00 Dir Adm/Fin Aid	76,075	4.0	9	*	4.0	3	58,008	3.5	14	62,765	2.0	8
506.00 Dir Student Fin Aid	52,920	5.0	90	57,019	7.0	76	42,000	6.0	124	44,653	5.0	141
506.10 Assc Dir Std Fin Aid	39,762	3.0	67	38,954	4.0	34	30,502	4.0	90	29,999	3.0	72
507.00 Dir Food Services	54,735	6.0	36	54,038	5.0	40	41,121	6.5	28	42,146	7.0	39
507.10 Assc Dir Food Serv	36,600	3.0	28	41,026	5.0	11	34,854	5.0	11	35,873	8.5	14
508.00 Dir Residence Halls	55,000	6.0	59	53,623	5.0	61	41,251	4.5	68	36,182	4.0	114
508.10 Assc Dir Std Housing	42,437	4.0	40	36,750	4.5	22	33,564	4.0	34	30,550	3.0	47
508.20 Housing Off/Adm Opr	40,000	5 5	54	35,365	4.0	22	28,250	3.5	18	30,235	3.0	28
508.30 Housing Off/Res Life	35,301	4.0	41	34,020	3.5	28	32,600	2.5	28	27,000	2.0	39
509.00 Dir Union/Std Act	51,438	4.0	24	50,000	6.0	19	41,633	4.0	32	35,880	4.0	25
510.00 Dir Foreign Students	41,464	6.0	52	39,750	5.0	37	33,527	5.0	43	30,000	3.0	41
511.00 Dir Student Union	48,560	8.0	49	48,250	9.5	30	41,570	6.5	40	39,126	5.0	36
511.10 Assc Dir Std Union	37,823	5.0	37	33,749	5.0	19	32,231	4.0	21	34,965	5.0	23
512.00 Dir Std Activities	42,993	5.0	59	35,500	2.0	33	36,295	5.0	57	30,285	3.0	104
513.00 Dir Career Dev-Plcmt	47,920	6.0	75	49,700	6.0	71	40,000	4.0	116	39,327	5.0	123
514.00 Dir Std Counseling	54,500	8.0	78	54,600	5.0	51	44,865	5.0	91	42,732	5.0	113
514.10 Assc Dir Std Cnslg	49,033	6.0	40	41,820	4.0	15	36,883	4.5	22	30,000	4.0	23
515.00 Dir Std Hlth-Physicn	82,171	4.5	44	86,996	8.0	55	72,696	4.0	11	72,037	6.0	54
516.00 Dir Std Hlth-Nurse	38,762	6.0	26	39,453	6.0	34	35,629	6.0	57	31,166	4.0	95
517.00 Dir Campus Ministries	38,848	2.0	4	39,800	5.5	20	37,906	3.5	22	33,496	2.5	56
518.00 Dir Athletics	78,084	5.0	64	84,800	4.0	84	53,083	5.0	98	58,953	4.0	138
519.00 Dir Sports Info	37,962	6.0	49	34,627	4.5	74	32,218	7.0	40	27,812	5.0	148
520.00 Dir Athletics/Men	57,785	14.0	7	64,000	3.0	9	52,693	6.0	12	50,800	3.5	6
521.00 Dir Athletics/Women	49,563	7.5	28	50,960	7.0	13	43,153	10.0	25	35,841	4.0	22
522.00 Dir Campus Rec	48,580	8.0	61	40,222	7.0	50	35,585	5.0	75	30,727	4.5	74
523.00 Chief Enrollment Mgmt	56,821	2.5	18	69,709	3.0	17	62,540	3.0	34	58,683	3.0	21
524.00 Dir Minority Affairs	46,713	3.0	33	45,240	2.0	33	39,460	3.0	35	34,240	3.0	65
525.00 Dir Conferences	47,227	6.0	41	42,949	3.0	25	34,775	4.0	37	33,500	4.0	38

*denotes 3 cases or fewer

TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	89,298	5.0	5	86,881	6.0	26	88,373	8.0	23	90,000	5.0	55
101.10 Asst to Ceo/System	*	2.0	1	35,000	2.0	5	55,404	6.0	11	40,260	2.0	6
102.00 Ceo / Single Inst	84,852	9.5	94	95,950	5.0	264	79,596	7.0	83	81,007	5.0	177
102.10 Asst to Ceo/Single	40,354	5.0	86	40,000	3.0	74	43,967	6.0	50	35,447	3.8	20
103.00 Exec Vice Pres	61,083	4.0	25	69,758	2.0	30	66,784	3.5	24	74,957	3.5	16
ACADEMIC												
201.00 Chief Acad Off	60,000	4.0	171	69,453	4.0	211	61,000	6.0	142	61,113	3.0	147
202.00 Chf Hlth Prof Off	*	10.0	3	*	3.5	2	*	4.0	3	46,169	6.0	11
203.00 Dir Library Serv	38,375	9.0	104	40,492	6.0	259	42,800	9.0	72	40,000	7.0	134
203.10 Circulatn Librarian	25,486	9.0	39	23,125	4.0	88	31,935	5.0	11	32,671	9.0	40
203.20 Acquistns Librarian	27,407	9.5	32	28,631	9.0	93	38,199	7.0	11	30,745	8.0	25
203.30 Tech Serv Librarian	30,722	10.0	50	27,250	6.0	167	31,892	5.0	23	33,833	7.0	65
203.40 Public Serv Librarian	37,200	8.0	21	28,184	5.0	100	37,939	11.0	7	34,234	6.0	36
203.50 Reference Librarian	29,742	11.0	38	26,950	4.0	160	32,818	10.5	8	34,300	9.0	55
204.00 Dir Instit Research	41,000	5.0	47	37,436	3.0	46	45,864	4.0	51	43,962	4.0	77
204.10 Assc Dir Inst Res	32,163	2.0	9	24,854	2.5	8	33,953	3.5	10	40,977	5.0	5
205.00 Dir Educ Media Serv	31,000	5.0	41	29,350	5.0	99	38,168	6.0	29	37,116	9.0	57
206.00 Dir Learning Res Ctr	32,500	5.0	50	28,838	5.0	63	44,084	6.0	70	41,895	6.5	74
207.00 Dir Internatl Std Ed	38,882	3.0	23	35,388	3.0	23	*	7.5	2	42,468	5.0	5
208.00 Dir Comp Ctr Opr/Acad	39,900	5.0	47	38,004	3.0	82	42,539	7.5	28	35,847	4.0	24
208.10 Assc Dir CC Opr/Acad	28,895	4.0	20	28,371	3.0	25	41,580	9.5	4	*	3.0	3
209.00 Admn Grants-Contract	38,300	4.0	26	30,936	2.5	34	48,202	3.0	27	38,962	3.5	36
210.00 Dean,Architecture	*	*		*	7.5	2	*	*		*	6.0	1
211.00 Dean,Agriculture	*	6.0	2	*	18.0	2	42,768	3.0	5	62,000	4.0	5
212.00 Dean,Arts & Letters	54,054	2.0	11	48,187	9.0	4	51,615	7.0	22	*	6.0	3
213.00 Dean,Arts & Sciences	58,688	3.0	38	56,627	3.0	23	51,119	4.5	52	55,795	3.0	23
214.00 Dean,Business	52,502	2.0	53	61,375	2.0	48	49,484	4.0	84	50,584	5.0	51
215.00 Dean,Communications	39,677	3.0	11	36,000	4.0	11	47,665	3.0	21	51,134	6.5	6
216.00 Dean,Continuing Ed	43,346	5.0	53	44,285	4.0	61	49,064	6.0	90	50,052	5.0	73
217.00 Dean,Dentistry	*	5.0	1	*	*		*	18.0	1	*	9.0	3
218.00 Dean,Education	46,680	5.0	54	46,050	2.5	32	48,575	4.5	12	45,070	2.0	6
219.00 Dean,Engineering	60,471	5.0	6	45,650	2.5	6	54,050	5.0	35	53,929	5.0	14
221.00 Dean,Extension	*	13.5	2	31,615	3.0	5	55,716	6.0	17	46,191	5.0	12
222.00 Dean,Fine Arts	41,475	4.0	26	37,757	6.5	8	48,483	8.0	16	46,288	12.0	5
223.00 Dean,Graduate Program	49,815	3.0	40	49,500	3.0	22	*	.4	1	*	*	
224.00 Dean,Hlth-Rltd Prof	50,880	4.0	5	47,892	3.8	12	50,788	6.0	55	49,034	4.3	30
225.00 Dean,Home Economics	*	17.5	2	*	*		*	2.0	3	*	7.5	2
226.00 Dean,Humanities	43,802	3.5	42	44,004	3.5	12	52,495	6.0	36	51,650	4.0	23
227.00 Dean,Instruction	*	7.0	3	*	9.0	1	55,896	2.5	18	61,855	1.0	10
228.00 Dean,Law	*	2.5	2	*	4.0	1	*	5.0	3	*	8.0	2
229.00 Dean,Lib & Inf Sci	*	*		35,000	4.0	5	52,530	5.0	9	51,327	13.0	6
230.00 Dean,Mathematics	46,958	4.0	13	36,900	5.0	12	54,223	4.0	30	50,000	7.0	17
232.00 Dean,Music	45,285	6.0	9	34,010	5.5	10	*	14.5	2	*	18.0	2
233.00 Dean,Nursing	48,700	3.0	25	47,120	4.0	27	44,378	5.0	29	47,129	4.0	25
234.00 Dean,Occ Std/Voc Ed	56,265	7.5	10	*	4.0	2	51,898	5.0	76	52,367	3.0	52
235.00 Dean,Pharmacy	*	*		*	15.0	1	*	*		*	*	
236.00 Dean,Public Health	*	*		*	*		*	*		*	21.0	1
237.00 Dean,Sciences	47,608	4.0	42	42,000	6.0	13	50,250	4.0	42	53,639	4.0	12
238.00 Dean,Social Sciences	45,100	4.5	44	34,175	11.5	10	51,316	5.0	38	54,452	12.5	20
239.00 Dean,Social Work	*	8.0	2	42,125	9.5	4	*	*		*	*	
240.00 Dean,Special Programs	42,900	5.5	12	55,713	5.0	12	46,955	5.0	32	42,274	1.5	18
241.00 Dean,Undergrad Prog	52,135	4.0	14	55,305	3.5	10	*	2.2	2	*	9.0	3
242.00 Dean,Veterinary Sci	*	*		*	*		*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	60,335	7.0	121	65,475	5.0	218	57,856	9.0	117	58,487	7.0	169
301.01 Chief Admin Off	59,489	3.0	23	57,240	4.0	20	63,249	6.0	30	58,055	3.0	15
301.02 Chief Financial Off	50,359	4.0	24	51,700	3.0	48	47,419	5.0	29	55,525	7.0	43
301.10 Dir Env Health-Safety	*	2.0	3	30,500	1.0	5	37,176	4.0	9	*	14.5	2
301.20 Dir Telecommunic	29,505	4.0	19	30,525	2.0	17	38,872	5.5	8	44,095	4.6	12
302.00 Chief Planning Off	54,062	3.0	19	48,000	3.0	12	62,797	3.5	34	54,158	6.0	15
303.00 Chief Budgeting Off	48,775	3.5	24	46,706	3.0	25	45,206	5.0	17	46,320	4.0	27
303.10 Assc Budget Dir	37,125	2.0	11	38,690	4.0	12	35,831	5.0	9	34,805	5.0	8
304.00 Chief Plan-Budgt Off	53,218	9.0	5	49,950	3.0	6	*	2.3	2	*	21.0	1
305.00 General Counsel	*	6.5	2	63,700	4.0	9	*	*		53,751	4.5	8
305.10 Staff Attorneys	*	.4	1	54,761	2.7	4	*	*		*	*	
306.00 Chf Personnel/HR Off	36,140	5.0	76	38,948	3.0	112	44,511	6.0	62	44,409	5.3	76
306.10 Assc Dir Pers/HR	30,936	3.0	29	29,900	3.0	20	36,003	7.0	17	40,419	3.8	18
306.20 Manager Benefits	25,608	3.0	27	28,342	3.0	16	29,647	4.8	18	27,828	3.0	12
306.30 Manager Training-Dev	*	5.0	3	29,475	1.2	4	32,500	2.0	5	36,193	3.0	9
306.40 Manager Empl Relatns	39,284	4.0	5	*	.4	1	*	*		*	3.0	1
306.50 Manager Labor Rel	*	*		*	2.5	2	*	11.0	1	*	6.0	1
306.60 Manager Employment	21,900	1.0	5	30,000	2.0	9	28,819	6.5	8	34,700	2.0	9
306.70 Mgr Wage-Sal/Mgr,Comp	34,265	5.0	5	*	1.0	3	37,213	5.0	5	*	10.0	2
306.80 Mgr Personnel Inf Sys	26,505	2.5	8	49,136	2.0	5	35,259	7.5	8	*	3.0	3
307.00 Dir AA/EEO	55,300	5.0	7	44,182	3.0	16	49,251	5.0	16	40,840	2.0	15
307.10 Assc Dir AA/EEO	*	3.6	3	*	*		*	8.0	3	*	*	
308.00 Dir Pers-AA	28,680	5.0	23	38,271	3.0	27	38,550	4.0	41	39,929	4.5	40
309.00 Chief Inform Sys Off	43,873	6.0	58	51,287	5.0	83	44,765	8.0	57	49,000	6.0	81
309.10 Assc Dir Computer Ctr	35,870	3.0	25	37,982	3.5	32	37,870	6.0	20	39,000	6.0	25
309.20 Data Base Admin	30,144	5.0	9	30,525	5.0	21	44,179	7.0	11	39,530	4.0	8
309.30 Sys Analyst I-Hi	28,725	5.0	23	31,220	4.5	44	32,829	4.5	26	38,261	5.5	26
309.40 Sys Analyst II-Lo	26,000	4.0	11	24,450	1.5	22	38,776	10.0	5	32,800	3.0	11
309.50 Prog Analyst I-Hi	30,195	2.0	22	28,726	4.0	70	32,500	7.0	29	31,599	5.0	49
309.60 Prog Analyst II-Lo	23,750	3.0	24	24,500	2.0	59	30,307	5.0	21	26,607	4.0	39
310.00 Dir Comp Ctr Opr/Ad	36,689	6.0	63	39,628	4.0	106	42,312	5.0	32	44,710	8.0	32

*denotes 3 cases or fewer

TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1991-92 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	35,696	4.0	28	26,250	2.5	30	37,172	7.0	18	34,597	6.0	9
312.00 Chf Phys Plnt/Fac	37,977	7.0	119	44,000	5.0	188	42,732	6.0	82	40,512	5.0	153
312.10 Assc Dir Phys Plnt	32,010	5.0	62	32,000	4.0	63	32,673	4.0	43	37,689	4.0	31
312.20 Mgr Landscape/Grnds	25,623	6.0	48	26,900	4.0	80	29,935	5.0	26	26,289	5.0	25
312.30 Mgr Bldg Mnt Trades	30,000	4.0	56	32,000	5.0	38	34,741	7.5	16	31,800	5.0	27
312.40 Mgr Tech Trades	35,850	4.0	20	28,638	6.0	18	35,381	3.0	9	32,191	4.5	8
312.50 Mgr Custodial Srv	24,409	5.0	94	25,500	3.0	60	27,168	6.0	43	25,762	5.0	30
312.60 Mgr Power Plant	38,604	9.0	15	36,000	10.0	13	34,102	5.0	10	*	12.0	3
313.00 Comptroller	40,320	7.0	81	44,758	4.0	135	40,680	7.0	57	45,374	5.0	70
313.10 Manager Payroll	24,814	4.0	63	23,044	4.0	51	28,249	5.0	48	28,000	6.0	35
314.00 Dir Accounting	34,950	4.0	42	31,791	2.0	59	35,244	6.0	39	35,000	5.0	55
314.10 Staff Accountant-Hi	26,076	3.0	51	24,353	3.0	78	29,698	6.0	26	27,910	3.0	50
314.20 Staff Accountant-Lo	21,830	3.0	37	21,200	2.0	46	23,831	4.5	32	24,966	3.0	29
315.00 Bursar	27,261	7.0	51	31,800	4.0	43	31,345	7.0	21	36,943	4.0	21
315.10 Assc Bursar	18,096	4.0	7	20,010	3.0	10	32,668	9.0	7	*	2.0	1
316.00 Dir Purchasing	28,100	5.0	62	34,173	5.0	58	28,400	6.0	71	37,265	6.0	67
316.10 Assc Dir Purchasing	24,050	4.0	13	24,094	8.5	6	27,608	9.0	13	30,176	7.0	6
317.00 Dir Bookstore	23,484	6.0	117	26,218	6.0	124	25,221	5.5	76	25,178	7.0	81
317.10 Assc Dir Bookstore	20,587	5.0	23	19,140	2.5	22	28,335	3.0	12	25,645	4.5	20
318.00 Dir Internal Audit	41,757	2.5	4	41,998	3.5	12	40,262	2.0	5	35,000	2.0	27
319.00 Dir Aux Services	36,233	3.0	35	40,498	5.0	22	42,984	8.0	21	43,438	9.0	23
319.10 Mgr Mail Services	18,600	5.0	83	17,160	4.0	58	25,845	7.5	18	21,683	7.5	18
320.00 Dir Campus Security	27,000	4.0	58	29,400	3.0	175	31,681	4.0	37	32,532	6.0	73
321.00 Dir Risk Mgt/Ins	*	4.0	2	*	5.0	1	55,230	6.0	4	*	9.0	1
322.00 Admin Hosp Med Ctr	*	*		*	*		*	1.0	1	*	*	
322.10 Dir Med Ctr Pub Rel	*	*		*	11.5	2	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	55,332	3.0	103	64,200	3.0	186	49,753	4.0	50	47,500	2.0	59
401.10 Dir Annual Giving	34,211	2.0	63	32,216	2.0	138	30,834	1.2	6	36,324	1.0	15
401.20 Dir Corp/Fndtn Rel	38,384	3.0	27	40,000	2.0	87	45,203	1.0	11	39,500	3.0	13
401.30 Coord Res Dev	24,475	2.5	30	27,726	3.0	44	34,800	3.0	5	38,516	2.5	10
401.40 Dir Estate Pln	39,270	3.0	21	42,350	3.0	57	*	*		*	4.0	1
402.00 Chf Public Rel Off	38,518	4.5	52	35,926	3.0	158	39,074	7.0	39	35,801	4.0	81
402.10 Dir Gov/Leg Rel	*	4.0	3	*	3.0	3	*	1.0	2	*	3.0	1
403.00 Chf Dev/Pub Rel Off	48,214	4.5	16	56,000	3.0	32	49,224	6.0	17	42,985	4.0	21
404.00 Dir Alumni Affairs	31,550	3.0	102	30,894	2.0	173	29,208	6.0	13	27,465	1.0	14
405.00 Dir Dev/Alumni Aff	38,903	2.0	12	44,430	2.0	26	37,896	4.0	11	30,287	2.5	10
406.00 Dir Spec/Defer Gifts	40,895	3.0	22	44,117	2.0	45	*	*		35,862	3.0	4
407.00 Dir Church Relations	35,154	1.5	10	37,950	5.0	34	*	1.0	2	*	4.7	2
408.00 Dir Community Serv	35,084	7.0	9	31,340	2.0	17	43,331	4.0	43	40,983	5.0	40
409.00 Dir Publications	31,740	3.0	37	30,050	3.0	84	35,874	6.0	15	35,018	3.0	21
409.10 Assc Dir Publicatns	25,775	3.0	20	23,827	3.0	33	*	1.0	3	22,260	1.0	5
409.20 Mgr Printing Srv	21,870	6.5	46	24,855	6.0	66	28,485	8.0	30	28,428	10.0	31
410.00 Dir Info Office	32,775	4.5	22	28,535	3.0	82	33,100	3.5	26	34,192	4.0	51
411.00 Dir News Bureau	25,600	4.0	14	25,100	2.0	49	*	13.0	3	29,978	4.0	5
STUDENT SERVICES												
501.00 Chf Student Aff Off	50,573	5.0	135	53,500	4.0	167	54,754	5.0	151	55,955	4.0	105
501.50 Dean of Students	41,575	2.0	69	40,000	4.0	57	52,000	6.0	41	51,547	7.5	35
502.00 Chief Admissions Off	38,000	3.0	129	44,436	4.0	157	38,138	4.0	71	39,834	5.0	61
502.10 Assc Dir Admissions	28,000	3.0	120	28,025	2.0	86	28,408	2.5	28	26,727	2.5	24
502.20 Admissions Counselor	19,793	2.0	18	19,965	2.0	129	27,489	4.0	18	23,590	2.5	52
502.30 Academic Advisor	30,000	3.0	23	27,354	2.0	33	27,951	3.0	10	30,990	10.0	11
503.00 Dir Adm & Registrar	33,280	4.0	7	35,923	9.0	7	41,316	4.5	58	46,083	6.0	47
504.00 Registrar	34,154	6.5	192	34,334	5.0	175	37,230	6.0	99	35,608	5.0	67
504.10 Assc Registrar	27,250	5.0	53	26,059	3.0	27	35,400	7.0	19	30,700	4.0	17
504.20 Asst Registrar	21,513	3.0	85	20,500	2.0	33	29,316	3.0	26	24,580	2.5	10
505.00 Dir Adm/Fin Aid	41,627	4.0	22	51,461	4.0	27	44,353	5.5	14	40,920	6.0	13
506.00 Dir Student Fin Aid	32,322	5.0	159	36,200	5.0	195	37,000	6.0	113	36,062	5.0	140
506.10 Assc Dir Std Fin Aid	23,977	3.0	93	24,073	3.0	91	28,077	3.0	38	25,015	2.0	33
507.00 Dir Food Services	33,860	6.0	31	35,450	5.0	47	23,535	3.0	15	28,068	5.0	28
507.10 Assc Dir Food Serv	25,046	4.0	19	25,160	2.0	24	*	8.0	3	*	3.0	3
508.00 Dir Residence Halls	29,380	4.0	64	28,500	2.0	118	31,512	5.0	11	25,000	6.0	23
508.10 Assc Dir Std Housing	28,735	2.0	25	21,840	2.0	30	*	1.2	2	*	.4	3
508.20 Housing Off/Adm Opr	23,175	2.0	11	20,000	3.0	15	*	6.0	1	*	1.0	3
508.30 Housing Off/Res Life	25,965	2.5	24	24,000	2.0	55	20,873	2.5	6	25,000	2.0	9
509.00 Dir Union/Std Act	31,500	2.0	11	27,791	3.0	38	44,722	6.0	7	31,926	3.5	8
510.00 Dir Foreign Students	26,358	3.0	22	27,647	2.0	30	24,110	3.0	7	26,500	3.0	7
511.00 Dir Student Union	32,988	4.0	19	30,757	3.0	22	34,488	8.0	5	22,650	5.0	4
511.10 Assc Dir Std Union	26,692	3.5	4	22,627	2.0	10	*	12.0	1	*	1.0	1
512.00 Dir Std Activities	26,250	3.0	59	25,115	2.0	155	35,687	4.0	55	28,761	4.0	88
513.00 Dir Career Dev-Plcmt	30,528	5.0	93	30,373	4.0	192	38,065	5.0	65	31,997	3.0	72
514.00 Dir Std Counseling	34,948	5.0	60	34,042	4.0	141	45,990	5.0	86	38,646	5.0	85
514.10 Assc Dir Std Cnslg	37,342	3.0	17	29,375	2.0	38	38,221	2.5	10	30,321	2.0	11
515.00 Dir Std Hlth-Physicn	57,878	1.2	4	74,688	5.0	21	*	*		41,201	19.0	5
516.00 Dir Std Hlth-Nurse	27,800	4.0	42	23,723	7.0	175	30,311	5.5	10	27,040	4.0	37
517.00 Dir Campus Ministries	29,950	2.0	33	30,285	3.0	150	*	1.0	1	25,395	3.0	6
518.00 Dir Athletics	43,000	6.0	135	39,900	3.0	153	42,510	4.0	65	39,000	4.5	46
519.00 Dir Sports Info	22,318	2.5	26	22,050	2.0	97	*	5.0	3	23,618	4.0	5
520.00 Dir Athletics/Men	44,980	10.0	13	39,770	4.0	8	*	*		*	1.0	1
521.00 Dir Athletics/Women	38,062	9.5	12	32,860	4.0	26	*	7.0	1	*	3.0	1
522.00 Dir Campus Rec	26,582	3.0	25	25,600	3.0	57	30,923	9.0	10	22,419	3.0	15
523.00 Chief Enrollment Mgmt	51,837	3.0	37	51,000	3.0	29	46,564	2.5	12	40,550	1.5	10
524.00 Dir Minority Affairs	34,200	1.0	23	30,000	1.0	54	32,323	1.0	12	29,120	2.0	13
525.00 Dir Conferences	32,561	3.0	30	29,250	3.5	32	33,350	2.0	9	28,924	5.0	5

*denotes 3 cases or fewer

TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	150,000	3.0	41	110,680	4.0	23	86,881	5.5	32	89,669	7.0	80
101.10 Asst to Ceo/System	76,392	1.5	20	55,826	4.0	4	37,500	2.0	7	50,170	3.5	18
102.00 Ceo / Single Inst	133,775	4.0	139	101,308	5.0	256	93,500	6.0	365	80,400	6.0	263
102.10 Asst to Ceo/Single	62,400	3.0	85	51,306	4.0	130	40,000	4.0	166	40,954	6.0	71
103.00 Exec Vice Pres	115,000	3.0	43	75,000	5.0	39	63,097	3.0	56	68,537	3.0	41
ACADEMIC												
201.00 Chief Acad Off	113,300	2.0	158	84,500	3.0	270	65,280	4.0	392	61,083	4.0	295
202.00 Chf Hlth Prof Off	163,611	5.0	35	88,888	4.0	11	27,500	4.5	6	47,575	5.5	14
203.00 Dir Library Serv	80,000	5.0	157	57,000	7.0	258	39,000	7.0	372	41,322	8.0	211
203.10 Circulatn Librarian	35,038	6.0	114	30,614	5.0	143	23,250	4.0	133	31,935	8.0	52
203.20 Acquisitns Librarian	40,035	6.0	113	33,241	8.0	145	28,125	9.0	132	33,600	7.5	36
203.30 Tech Serv Librarian	50,645	6.0	111	36,457	6.0	173	27,600	6.0	224	33,451	6.0	89
203.40 Public Serv Librarian	50,236	5.5	86	36,298	5.0	121	28,403	5.0	125	37,552	7.0	43
203.50 Reference Librarian	39,950	5.0	110	31,615	6.0	173	27,675	5.0	204	34,124	9.0	66
204.00 Dir Instit Research	59,750	5.0	106	50,124	5.0	142	38,485	4.0	96	45,072	4.0	130
204.10 Assc Dir Inst Res	42,603	4.0	46	36,750	3.0	33	27,150	2.0	18	35,185	4.0	15
205.00 Dir Educ Media Serv	50,736	7.0	91	37,030	7.5	134	29,845	5.0	144	37,131	6.0	89
206.00 Dir Learning Res Ctr	49,074	4.0	50	37,736	5.5	84	30,089	5.0	116	42,963	6.0	145
207.00 Dir Internatl Std Ed	54,636	3.0	77	47,038	4.0	67	38,000	3.0	46	42,468	5.0	7
208.00 Dir Comp Ctr Opr/Acad	72,000	5.0	78	48,850	5.0	101	38,620	4.0	131	41,000	7.0	54
208.10 Assc Dir CC Opr/Acad	54,770	4.0	38	43,308	5.0	39	28,500	3.5	46	39,539	8.0	7
209.00 Admn Grants-Contract	62,496	6.0	132	45,093	4.0	135	34,109	3.0	61	41,033	3.0	65
210.00 Dean,Architecture	93,300	3.5	50	85,540	4.7	4	*	7.0	3	*	6.0	1
211.00 Dean,Agriculture	104,220	4.0	41	70,250	6.5	12	61,250	10.0	4	47,619	3.5	10
212.00 Dean,Arts & Letters	93,672	5.0	21	69,400	2.0	44	54,104	2.0	16	51,330	7.0	25
213.00 Dean,Arts & Sciences	96,696	3.0	109	72,900	4.0	142	58,688	3.0	61	52,182	4.0	75
214.00 Dean,Business	108,333	4.0	146	77,509	3.8	200	54,919	2.0	103	49,957	5.0	139
215.00 Dean,Communications	93,350	5.0	31	55,587	2.0	13	37,008	4.0	22	47,665	3.0	27
216.00 Dean,Continuing Ed	80,128	5.0	87	59,800	5.0	123	43,900	5.0	115	49,490	6.0	167
217.00 Dean,Dentistry	124,674	6.0	25	109,548	6.5	4	*	5.0	1	46,458	9.5	4
218.00 Dean,Education	89,362	3.0	116	70,013	4.0	164	46,680	3.0	88	48,825	3.5	18
219.00 Dean,Engineering	109,668	4.0	110	84,800	5.0	64	56,549	4.0	12	54,050	5.0	52
221.00 Dean,Extension	89,100	4.0	28	62,022	4.0	12	44,308	3.0	7	55,031	6.0	31
222.00 Dean,Fine Arts	88,511	4.0	42	69,227	5.0	50	40,010	4.0	35	46,288	8.0	21
223.00 Dean,Graduate Program	89,100	4.0	121	64,500	4.0	148	49,908	3.0	63	*	.4	1
224.00 Dean,Hlth-Rltd Prof	89,318	6.0	30	71,466	4.0	50	51,909	4.0	17	49,617	5.0	89
225.00 Dean,Home Economics	90,000	5.0	33	63,000	7.0	5	*	17.5	2	60,768	3.0	5
226.00 Dean,Humanities	93,002	4.5	16	65,000	3.0	30	43,200	3.5	56	52,375	5.0	63
227.00 Dean,Instruction	*	11.0	1	*	*		46,340	7.0	5	58,820	2.0	31
228.00 Dean,Law	129,972	3.0	76	122,000	4.0	31	*	4.0	3	44,078	5.0	5
229.00 Dean,Lib & Inf Sci	85,238	4.5	34	64,547	4.0	16	32,551	4.5	6	52,381	10.5	16
230.00 Dean,Mathematics	84,550	3.0	10	54,583	3.0	15	39,015	4.5	26	51,453	4.0	48
231.00 Dean,Medicine	184,250	3.0	42	164,956	3.0	6	*	*		*	*	
232.00 Dean,Music	88,117	6.0	25	61,500	4.0	16	34,867	6.0	21	45,053	18.0	4
233.00 Dean,Nursing	92,711	4.0	72	67,600	4.0	65	47,273	3.0	53	46,412	5.0	57
234.00 Dean,Occ Std/Voc Ed	77,000	4.0	10	70,700	6.0	27	56,265	6.5	12	51,924	4.0	131
235.00 Dean,Pharmacy	105,000	7.0	35	84,978	4.0	10	*	15.0	1	*	*	
236.00 Dean,Public Health	132,971	6.5	16	*	12.0	1	*	*		*	21.0	1
237.00 Dean,Sciences	103,531	2.0	35	68,000	4.0	63	44,769	4.0	57	50,476	4.0	54
238.00 Dean,Social Sciences	99,442	3.5	20	67,571	4.5	32	42,662	5.5	54	52,150	8.0	59
239.00 Dean,Social Work	92,300	4.0	42	68,782	7.0	10	39,695	9.5	6	*	*	
240.00 Dean,Special Programs	77,884	8.5	10	56,410	5.0	17	42,100	5.0	24	43,324	4.0	51
241.00 Dean,Undergrad Prog	84,075	3.0	30	58,240	4.0	31	52,135	4.0	25	45,700	4.0	5
242.00 Dean,Veterinary Sci	110,517	6.0	21	*	*		97,540	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	100,600	5.0	128	79,500	5.0	230	63,623	6.0	344	58,124	8.0	291
301.01 Chief Admin Off	95,407	5.0	40	72,604	4.5	64	57,240	3.0	47	60,718	5.0	45
301.02 Chief Financial Off	82,500	4.0	75	65,823	5.5	98	50,359	3.0	77	50,494	6.0	74
301.10 Dir Env Health-Safety	54,819	5.0	98	40,000	3.0	50	28,493	1.5	8	36,885	5.5	12
301.20 Dir Telecommunic	55,176	5.0	117	42,385	4.0	101	30,513	4.0	37	42,097	5.0	21
302.00 Chief Planning Off	83,100	5.0	30	61,114	4.5	42	49,054	3.5	32	57,587	4.0	49
303.00 Chief Budgeting Off	64,760	5.0	111	51,170	6.0	115	46,706	3.0	50	45,206	4.3	44
303.10 Assc Budget Dir	51,600	5.0	65	40,399	4.0	49	38,000	3.0	23	35,831	5.0	17
304.00 Chief Plan-Budgt Off	81,000	6.0	30	59,961	5.0	24	49,950	4.0	11	46,574	9.3	4
305.00 General Counsel	84,798	7.0	91	62,482	5.0	46	59,040	4.0	11	53,751	4.5	8
305.10 Staff Attorneys	58,000	4.0	38	47,571	2.5	6	54,521	.4	5	*	3.0	1
306.00 Chf Personnel/HR Off	66,338	4.0	148	51,500	6.0	212	37,785	4.0	190	44,656	5.8	140
306.10 Assc Dir Pers/HR	48,246	4.0	78	37,664	5.0	90	30,113	3.0	49	39,488	5.0	37
306.20 Manager Benefits	41,672	4.0	123	30,200	3.0	120	26,562	3.0	43	29,647	3.5	30
306.30 Manager Training-Dev	37,900	3.0	79	32,468	4.0	33	29,850	2.0	8	36,193	3.0	15
306.40 Manager Empl Relatns	40,635	6.0	43	39,718	2.0	14	39,642	3.0	7	*	3.0	1
306.50 Manager Labor Rel	49,140	6.0	30	44,112	2.0	10	*	2.0	3	*	8.5	2
306.60 Manager Employment	39,437	4.0	102	30,160	4.0	66	26,500	2.0	15	30,635	4.0	17
306.70 Mgr Wage-Sal/Mgr,Comp	39,866	3.0	90	32,474	3.0	44	34,265	2.0	9	37,213	5.0	7
306.80 Mgr Personnel Inf Sys	39,771	4.0	56	30,105	4.0	27	27,509	2.0	13	34,252	7.0	11
307.00 Dir AA/EEO	57,145	4.0	123	45,231	4.0	98	44,882	4.0	23	43,062	2.5	32
307.10 Assc Dir AA/EEO	38,016	3.0	41	40,000	2.0	13	*	3.6	3	*	8.0	3
308.00 Dir Pers-AA	50,307	6.5	12	44,492	5.0	41	32,257	4.0	51	38,811	4.0	82
309.00 Chief Inform Sys Off	78,246	5.0	110	60,000	7.5	176	46,325	6.0	146	47,323	7.0	142
309.10 Assc Dir Computer Ctr	64,743	6.0	33	46,987	6.0	62	37,000	3.5	60	38,700	6.0	47
309.20 Data Base Admin	50,133	6.0	64	37,798	5.0	59	30,525	5.0	30	40,408	6.0	21
309.30 Sys Analyst I-Hi	43,175	4.5	40	39,158	7.0	90	30,680	5.0	68	35,395	5.0	54
309.40 Sys Analyst II-Lo	35,037	3.0	28	31,021	3.0	59	25,000	2.0	33	33,024	4.0	18
309.50 Prog Analyst I-Hi	36,000	5.0	47	31,713	4.0	127	28,895	3.0	96	32,801	5.5	78
309.60 Prog Analyst II-Lo	27,433	3.0	33	26,500	2.0	85	24,500	3.0	86	27,126	4.0	62
310.00 Dir Comp Ctr Opr/Ad	67,830	6.0	93	49,500	7.0	121	38,580	5.0	173	43,457	6.0	65

*denotes 3 cases or fewer

TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1991-92 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	58,200	6.0	43	43,500	4.0	42	29,000	3.0	60	37,172	7.0	28
312.00 Chf Phys Plnt/Fac	72,683	5.0	161	53,840	5.0	262	41,292	5.0	311	41,740	5.5	240
312.10 Assc Dir Phys Plnt	56,004	6.0	103	42,024	4.0	118	32,010	4.5	128	34,800	4.0	77
312.20 Mgr Landscape/Grnds	38,690	6.0	124	30,944	5.0	154	26,800	5.0	132	27,162	5.0	52
312.30 Mgr Bldg Mnt Trades	43,264	6.0	95	34,279	5.0	124	30,163	4.0	97	31,483	6.0	43
312.40 Mgr Tech Trades	43,189	5.0	55	35,544	5.0	55	30,000	5.0	39	32,890	3.0	17
312.50 Mgr Custodial Srv	37,380	5.0	125	30,337	6.0	168	24,845	4.0	157	27,290	5.0	74
312.60 Mgr Power Plant	44,083	6.0	89	36,764	6.5	84	37,828	9.5	28	33,492	6.0	13
313.00 Comptroller	72,200	5.0	132	52,379	5.0	183	42,500	5.0	222	43,374	6.0	129
313.10 Manager Payroll	40,000	5.0	152	29,744	5.0	161	24,000	4.0	115	28,616	6.0	87
314.00 Dir Accounting	53,450	4.0	105	41,400	4.0	135	32,240	3.0	102	35,244	5.0	95
314.10 Staff Accountant-Hi	32,330	4.0	64	31,092	4.0	130	25,090	3.0	134	29,532	4.0	77
314.20 Staff Accountant-Lo	24,652	2.0	52	25,525	2.0	86	21,325	2.0	86	24,460	4.0	62
315.00 Bursar	48,420	6.0	93	36,369	6.0	123	28,603	5.5	96	33,232	6.0	44
315.10 Assc Bursar	35,941	3.5	32	30,394	5.0	30	19,000	3.0	18	32,246	7.0	8
316.00 Dir Purchasing	53,000	6.0	150	38,780	6.0	196	30,089	5.0	122	33,415	6.0	140
316.10 Assc Dir Purchasing	44,404	4.0	79	30,800	5.0	64	23,600	5.0	19	27,790	7.0	19
317.00 Dir Bookstore	47,415	5.0	96	35,338	7.0	148	24,150	6.0	251	25,225	6.0	159
317.10 Assc Dir Bookstore	33,434	5.0	45	24,403	5.0	45	20,290	4.0	48	27,025	4.0	33
318.00 Dir Internal Audit	55,148	6.5	122	41,153	4.0	84	41,600	3.0	17	35,010	2.0	32
319.00 Dir Aux Services	63,090	7.0	77	50,477	6.0	93	37,715	4.0	58	43,068	8.0	47
319.10 Mgr Mail Services	30,076	6.0	125	23,500	4.0	134	17,992	5.0	143	22,040	8.0	37
320.00 Dir Campus Security	53,529	5.5	162	38,560	5.0	237	29,000	4.0	236	31,858	6.0	114
321.00 Dir Risk Mgt/Ins	54,727	4.0	76	44,150	5.0	25	27,207	4.0	4	54,444	7.0	5
322.00 Admin Hosp Med Ctr	147,224	5.0	28	*	5.0	2	*	*		*	1.0	1
322.10 Dir Med Ctr Pub Rel	54,840	5.0	25	*	4.0	1	*	11.5	2	*	*	
322.20 Dir Med Ctr Pers	67,034	3.5	22	33,500	*		*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	89,310	2.0	117	70,284	3.0	182	60,514	3.0	295	48,298	3.0	112
401.10 Dir Annual Giving	42,285	2.0	97	35,517	2.0	135	32,822	2.0	206	35,343	1.0	21
401.20 Dir Corp/Fndtn Rel	51,494	3.0	83	42,000	2.0	94	39,700	2.0	116	40,090	2.0	24
401.30 Coord Res Dev	37,613	3.0	46	30,000	3.0	55	26,993	3.0	76	36,000	3.0	15
401.40 Dir Estate Pln	60,000	5.0	45	48,150	3.0	41	41,458	3.0	79	*	4.0	1
402.00 Chf Public Rel Off	70,422	4.0	104	46,920	4.0	144	36,943	3.0	212	36,600	5.0	122
402.10 Dir Gov/Leg Rel	67,500	4.0	78	61,125	6.0	27	40,147	3.5	6	*	1.0	3
403.00 Chf Dev/Pub Rel Off	100,000	2.0	57	72,677	4.5	72	52,198	4.0	48	44,898	4.5	38
404.00 Dir Alumni Affairs	54,000	4.0	140	38,192	3.0	225	31,049	2.0	278	28,680	2.0	29
405.00 Dir Dev/Alumni Aff	67,930	3.0	19	47,500	1.0	37	42,000	2.0	38	36,953	3.0	21
406.00 Dir Spec/Defer Gifts	56,175	4.0	44	48,000	2.0	34	43,059	3.0	67	35,862	3.0	4
407.00 Dir Church Relations	54,080	6.0	7	32,010	4.0	16	37,480	4.5	44	27,060	1.0	4
408.00 Dir Community Serv	46,800	5.0	27	40,291	4.0	26	35,084	3.0	27	43,104	5.0	84
409.00 Dir Publications	46,000	4.0	114	37,031	5.0	128	30,200	3.0	125	35,000	5.0	37
409.10 Assc Dir Publicatns	34,409	4.0	37	29,332	3.0	50	24,305	3.0	57	23,630	1.0	8
409.20 Mgr Printing Srv	40,571	6.0	111	30,885	9.0	133	23,900	6.0	114	28,417	8.0	62
410.00 Dir Info Office	51,348	5.0	80	37,836	5.0	101	29,500	3.0	105	34,192	4.0	78
411.00 Dir News Bureau	42,786	4.0	69	32,639	4.0	83	25,355	2.0	63	33,185	7.0	8
STUDENT SERVICES												
501.00 Chf Student Aff Off	89,000	6.0	151	68,828	6.0	248	52,047	4.0	306	55,000	5.0	262
501.50 Dean of Students	60,211	4.0	80	50,000	4.0	108	40,000	3.0	128	51,093	6.0	77
502.00 Chief Admissions Off	56,496	5.0	138	49,975	5.0	226	40,868	4.0	292	38,718	4.5	136
502.10 Assc Dir Admissions	39,666	5.0	93	33,760	4.0	173	28,584	3.0	213	28,500	2.5	54
502.20 Admissions Counselor	25,000	2.0	35	22,399	2.0	116	20,600	2.0	169	25,035	3.0	76
502.30 Academic Advisor	26,395	4.0	21	27,573	3.0	63	27,720	3.0	58	29,500	4.0	21
503.00 Dir Adm & Registrar	67,900	8.0	25	52,695	8.0	27	35,550	6.0	14	44,434	5.0	105
504.00 Registrar	57,170	7.0	151	45,036	6.0	247	34,022	6.0	377	36,755	6.0	169
504.10 Assc Registrar	41,050	6.0	96	33,650	5.0	113	26,502	3.0	81	33,009	5.0	37
504.20 Asst Registrar	31,656	5.0	66	27,271	4.0	108	21,500	3.0	120	26,143	3.0	36
505.00 Dir Adm/Fin Aid	74,924	4.0	12	59,438	2.5	22	46,250	5.0	52	41,958	6.0	28
506.00 Dir Student Fin Aid	54,832	6.0	170	42,673	5.0	270	34,167	5.0	364	36,593	6.0	258
506.10 Assc Dir Std Fin Aid	38,760	4.0	105	30,156	4.0	167	24,000	3.0	187	26,000	3.0	74
507.00 Dir Food Services	53,475	5.0	78	41,213	7.0	69	34,715	5.0	85	27,007	5.0	45
507.10 Assc Dir Food Serv	41,074	4.0	42	34,854	7.0	26	25,344	3.0	46	20,000	5.0	6
508.00 Dir Residence Halls	54,062	5.0	123	37,630	4.0	186	28,350	3.0	186	26,143	5.5	34
508.10 Assc Dir Std Housing	42,066	4.0	66	31,565	3.0	84	24,000	2.0	57	22,292	.4	5
508.20 Housing Off/Adm Opr	38,989	5.0	77	29,983	3.0	47	22,600	2.0	27	20,206	1.5	4
508.30 Housing Off/Res Life	34,716	4.0	71	26,810	2.0	69	23,734	2.0	84	22,211	2.0	15
509.00 Dir Union/Std Act	50,524	6.0	44	38,133	4.0	57	29,000	3.0	50	39,507	4.0	15
510.00 Dir Foreign Students	41,037	5.0	91	31,805	5.0	87	27,272	2.5	54	26,200	3.0	14
511.00 Dir Student Union	49,450	9.0	83	40,079	5.5	80	31,297	3.0	43	28,000	6.0	9
511.10 Assc Dir Std Union	36,360	5.0	60	32,800	4.5	44	23,373	2.0	14	*	6.5	2
512.00 Dir Std Activities	38,724	4.0	94	32,400	3.0	163	25,737	2.0	219	31,857	4.0	144
513.00 Dir Career Dev-Plcmt	49,000	6.0	150	39,327	4.0	244	30,285	4.0	293	35,183	4.0	141
514.00 Dir Std Counseling	54,514	6.0	136	43,995	5.0	206	34,502	4.0	207	43,154	5.0	176
514.10 Assc Dir Std Cnslg	45,384	5.5	60	33,653	4.0	46	29,567	2.0	55	33,256	2.5	22
515.00 Dir Std Hlth-Physicn	86,000	6.0	100	72,037	6.0	67	70,000	4.0	25	41,201	19.0	5
516.00 Dir Std Hlth-Nurse	39,490	6.0	62	32,436	5.0	154	24,400	6.0	223	27,900	5.0	48
517.00 Dir Campus Ministries	40,548	5.0	25	34,100	3.0	80	30,285	3.0	184	25,184	1.0	7
518.00 Dir Athletics	81,180	4.0	150	56,800	4.0	238	41,200	5.0	294	40,440	4.0	115
519.00 Dir Sports Info	36,048	5.0	131	28,428	5.0	190	22,125	2.0	127	25,738	4.5	8
520.00 Dir Athletics/Men	63,350	7.0	16	52,693	5.0	18	44,020	9.0	21	*	1.0	1
521.00 Dir Athletics/Women	50,188	7.0	44	38,900	8.0	47	34,019	5.0	38	*	5.0	2
522.00 Dir Campus Rec	46,864	8.0	114	32,250	5.0	151	26,010	3.0	88	23,788	4.0	26
523.00 Chief Enrollment Mgmt	66,678	3.0	35	59,844	3.0	56	51,000	3.0	67	44,678	2.0	23
524.00 Dir Minority Affairs	45,636	3.0	67	34,956	3.0	103	31,200	1.0	77	30,100	1.0	25
525.00 Dir Conferences	46,031	5.0	67	33,959	4.0	76	30,245	3.0	64	34,060	4.0	15

*denotes 3 cases or fewer

Appendices

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Abilene Christian University	003537	Comp Ins	Pri-Rel		TX
Adams State College	001345	Comp Ins	Public		CO
Adirondack Community College	002860	2-Yr Acad	Public		NY
Adrian College	002234	Gen Bac	Pri-Rel		MI
Aiken Technical College	010056	2-Yr Acad	Public		SC
Aims Community College	007582	2-Yr Acad	Public		CO
Alabama Aviation & Technical College	005749	2-Yr Acad	Public		AL
Alamo Community College District	003607	System	Public	Office	TX
Albany College of Pharmacy	002885	Spec Med	Pri-Ind		NY
Albany State College	001544	Gen Bac	Public		GA
Albertus Magnus College	001374	Gen Bac	Pri-Rel		CT
Albright College	003229	Gen Bac	Pri-Rel		PA
Alcorn State University	002396	Gen Bac	Public		MS
Alfred University	002668	Doct Ins	Pri-Ind		NY
Alice Lloyd College	001951	Gen Bac	Pri-Ind		KY
Allegany Community College	002057	2-Yr Acad	Public		MD
Allegheny College	003230	Gen Bac	Pri-Ind		PA
Allen County Community College	001901	2-Yr Acad	Public		KS
Allentown College of Saint Francis de Sales	003986	Gen Bac	Pri-Rel		PA
Alma College	002236	Gen Bac	Pri-Ind		MI
Alvernia College	003233	Gen Bac	Pri-Rel		PA
Alverno College	003832	Gen Bac	Pri-Rel		WI
Alvin Community College	003539	2-Yr Acad	Public		TX
Amarillo College	003540	2-Yr Acad	Public		TX
Amber University	004999	Gen Bac	Pri-Ind		TX
American Academy of Dramatic Arts	007465	Spec Art	Pri-Ind		NY
American Educational Complex	004003	2-Yr Acad	Public	Office	TX
American Graduate School of International Management	001070	Spec Bus	Pri-Ind		AZ
American Institute of Business	003963	2-Yr Acad	Pri-Ind		IA
American Institute of Commerce	004586	2-Yr Acad	Pri-Ind	Campus	IA
American University	001434	Doct Ins	Pri-Rel		DC
Anderson University	001785	Comp Ins	Pri-Rel		IN
Andover Newton Theological School	002116	Spec Rel	Pri-Ind		MA
Andrew College	001545	2-Yr Acad	Pri-Rel		GA
Anna Maria College	002117	Comp Ins	Pri-Ind		MA
Anne Arundel Community College	002058	2-Yr Acad	Public		MD
Appalachian State University	002906	Comp Ins	Public	Campus	NC
Aquinas College	002239	Gen Bac	Pri-Ind		MI
Aquinas Institute of Theology	001632	Spec Rel	Pri-Rel		MO
Arapahoe Community College	001346	2-Yr Acad	Public		CO
Arizona Board of Regents	RZN850	Other	Public	Office	AZ
Arizona College of the Bible	029142	Gen Bac	Pri-Ind		AZ
Arizona State University	001081	Doct Ins	Public		AZ
Arizona Western College	001071	2-Yr Acad	Public		AZ
Arkansas College	001088	Gen Bac	Pri-Ind		AR
Armstrong State College	001546	Gen Bac	Public	Campus	GA
Art Center College of Design	001116	Spec Art	Pri-Ind		CA
Art Institute of Boston	008174	Spec Art	Pri-Ind		MA
Art Institute of Southern California	023305	Gen Bac	Pri-Ind		CA
Asbury College	001952	Gen Bac	Pri-Ind		KY
Ashland University	003012	Comp Ins	Pri-Rel		OH
Assumption College	002118	Comp Ins	Pri-Rel		MA
Atlanta Metropolitan College	012165	2-Yr Acad	Public	Campus	GA
Atlantic Community College	002596	2-Yr Acad	Public		NJ
Auburn University-Auburn	001009	Doct Ins	Public	Main	AL
Auburn University-Montgomery	008310	Comp Ins	Public	Campus	AL
Augusta College	001552	Comp Ins	Public		GA
Augustana College	001633	Gen Bac	Pri-Rel		IL
Augustana College	003458	Gen Bac	Pri-Rel		SD
Auraria Higher Education Center	RRH802	System	Public	Office	CO
Aurora University	001634	Gen Bac	Pri-Ind		IL
Austin Community College	012015	2-Yr Acad	Public		TX
Austin Peay State University	003478	Comp Ins	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Spec Rel	Pri-Rel		TX

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Babson College	002121	Spec Bus	Pri-Ind		MA
Baker College of Flint	004673	Gen Bac	Pri-Ind	Campus	MI
Baldwin-Wallace College	003014	Gen Bac	Pri-Rel		OH
Ball State University	001786	Doct Ins	Public		IN
Bank Street College of Education	002669	Comp Ins	Pri-Ind		NY
Barnard College	002708	Gen Bac	Pri-Ind		NY
Barry University	001466	Comp Ins	Pri-Ind		FL
Bartlesville Wesleyan College	003151	Gen Bac	Pri-Rel		OK
Bauder Fashion College	010328	2-Yr Acad	Pri-Ind		TX
Bay Path College	002122	2-Yr Acad	Pri-Ind		MA
Bay de Noc Community College	002240	2-Yr Acad	Public		MI
Baylor College of Medicine	004949	Spec Med	Pri-Ind		TX
Beaver College	003235	Comp Ins	Pri-Ind		PA
Bee County College	003546	2-Yr Acad	Public		TX
Bellarmine College	001954	Gen Bac	Pri-Ind		KY
Belmont College	003479	Gen Bac	Pri-Rel		TN
Belmont Technical College	009941	2-Yr Acad	Public		OH
Bemidji State University	002336	Comp Ins	Public	Campus	MN
Benedictine College	010256	Gen Bac	Pri-Ind		KS
Berea College	001955	Gen Bac	Pri-Ind		KY
Berklee College of Music	002126	Spec Art	Pri-Ind		MA
Berry College	001554	Gen Bac	Pri-Ind		GA
Beth-El College of Nursing	006175	Spec Med	Public		CO
Bethany Lutheran College	002337	2-Yr Acad	Pri-Rel		MN
Bethel College	001905	Gen Bac	Pri-Rel		KS
Bethel College	009058	Gen Bac	Pri-Rel		MN
Biola University	001122	Comp Ins	Pri-Rel		CA
Birmingham-Southern College	001012	Gen Bac	Pri-Rel		AL
Bishop Clarkson College	009862	Gen Bac	Pri-Ind		NE
Bismark State College	002988	2-Yr Acad	Public	Main	ND
Black Hills State College	003459	Gen Bac	Public		SD
Bloomfield College	002597	Gen Bac	Pri-Ind		NJ
Bloomsburg University	003315	Comp Ins	Public	Campus	PA
Blue Ridge Community College	009684	2-Yr Acad	Public	Campus	NC
Bluefield State College	003809	Gen Bac	Public		WV
Boise State University	001616	Comp Ins	Public		ID
Boricua College	013029	2-Yr Acad	Pri-Ind		NY
Boston College	002128	Doct Ins	Pri-Ind		MA
Boston University	002130	Doct Ins	Pri-Ind		MA
Bowdoin College	002038	Gen Bac	Pri-Ind		ME
Bowie State University	002062	Comp Ins	Public	Campus	MD
Bowling Green State University	003018	Doct Ins	Public		OH
Bradford College	002132	Gen Bac	Pri-Ind		MA
Bradley University	001641	Comp Ins	Pri-Ind		IL
Brandeis University	002133	Doct Ins	Pri-Ind		MA
Brescia College	001958	Gen Bac	Pri-Rel		KY
Briar Cliff College	001846	Gen Bac	Pri-Ind		IA
Bridgewater State College	002183	Comp Ins	Public		MA
Brigham Young University of Hawaii	001606	Gen Bac	Pri-Rel		HI
Bristol Community College	002176	2-Yr Acad	Public	Campus	MA
Broome Community College	002862	2-Yr Acad	Public	Campus	NY
Broward Community College	001500	2-Yr Acad	Public	Office	FL
Brown University	003401	Doct Ins	Pri-Ind		RI
Brunswick Junior College	001558	2-Yr Acad	Public		GA
Bryant College of Business Administration	003402	Spec Bus	Pri-Ind		RI
Bryn Mawr College	003237	Doct Ins	Pri-Ind		PA
Bucknell University	003238	Comp Ins	Pri-Ind		PA
Bucks County Community College	003239	2-Yr Acad	Public		PA
Buena Vista College	001847	Gen Bac	Pri-Ind		IA
Butler County Community College	003240	2-Yr Acad	Public		PA
Butler University	001788	Comp Ins	Pri-Ind		IN
Cabrini College	003241	Gen Bac	Pri-Rel		PA
Caldwell College	002598	Gen Bac	Pri-Rel		NJ
California Baptist College	001125	Gen Bac	Pri-Rel		CA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
California Institute of the Arts	001132	Spec Art	Pri-Ind		CA
California Lutheran University	001133	Comp Ins	Pri-Rel		CA
California Maritime Academy	001134	Oth Spec	Public		CA
California Polytechnic State University-San Luis Obispo	001143	Comp Ins	Public		CA
California State Polytechnic University-Pomona	001144	Comp Ins	Public	Campus	CA
California State University-Bakersfield	007993	Comp Ins	Public	Campus	CA
California State University-Fresno	001147	Comp Ins	Public	Campus	CA
California State University-San Marcos	030113	Comp Ins	Public	Campus	CA
California State University-Stanislaus	001157	Comp Ins	Public	Campus	CA
California State University-System	001136	System	Public	Office	CA
California University of Pennsylvania	003316	Comp Ins	Public	Main	PA
Calvin College	002241	Gen Bac	Pri-Rel		MI
Cameron University	003150	Gen Bac	Public		OK
Campbellsville College	001959	Gen Bac	Pri-Rel		KY
Canisius College	002681	Comp Ins	Pri-Ind	-	NY
Cardinal Stritch College	003837	Gen Bac	Pri-Rel		WI
Carleton College	002340	Gen Bac	Pri-Ind		MN
Carnegie Mellon University	003242	Doct Ins	Pri-Ind		PA
Carroll College	003838	Gen Bac	Pri-Ind		WI
Carson-Newman College	003481	Gen Bac	Pri-Rel		TN
Case Western Reserve University	003024	Doct Ins	Pri-Ind		OH
Casper College	003928	2-Yr Acad	Public		WY
Castleton State College	003683	Gen Bac	Public	Campus	VT
Catawba College	002914	Gen Bac	Pri-Rel		NC
Catawba Valley Community College	005318	2-Yr Acad	Public	Campus	NC
Catholic University of America	001437	Doct Ins	Pri-Ind		DC
Catonsville Community College	002063	2-Yr Acad	Public		MD
Cayuga County Community College	002861	2-Yr Acad	Public		NY
Cecil Community College	008308	2-Yr Acad	Public		MD
Cedar Crest College	003243	Gen Bac	Pri-Rel		PA
Cedarville College	003025	Gen Bac	Pri-Rel		OH
Centenary College of Louisiana	002003	Gen Bac	Pri-Rel		LA
Central Christian College of the Bible	029144	Gen Bac	Pri-Ind		MO
Central College	001908	2-Yr Acad	Pri-Ind		KS
Central Community College	029007	2-Yr Acad	Public	Office	NE
Central Maine Technical College	005276	2-Yr Acad	Public	Campus	ME
Central Methodist College	002453	Gen Bac	Pri-Rel		MO
Central Michigan University	002243	Doct Ins	Public		MI
Central Missouri State University	002454	Comp Ins	Public		MO
Central Ohio Technical College	011046	2-Yr Acad	Public		OH
Central Piedmont Community College	002915	2-Yr Acad	Public		NC
Central State University	003152	Comp Ins	Public		OK
Central University of Iowa	001850	Gen Bac	Pri-Ind		IA
Central Virginia Community College	004988	2-Yr Acad	Public	Campus	VA
Centralia College	003772	2-Yr Acad	Public		WA
Centre College	001961	Gen Bac	Pri-Ind		KY
Chadron State College	002539	Gen Bac	Public		NE
Champlain College	003684	2-Yr Acad	Pri-Ind		VT
Chapman University	001164	Comp Ins	Pri-Rel	Main	CA
Charter Oak College	029171	Gen Bac	Public		CT
Chatfield College	010880	2-Yr Acad	Pri-Rel		OH
Chatham College	003244	Gen Bac	Pri-Ind		PA
Chattanooga State Technical Community College	003998	2-Yr Acad	Public		TN
Cheyney University of Pennsylvania	003317	Comp Ins	Public	Campus	PA
Chicago State University	001694	Comp Ins	Public	Campus	IL
Chicago Theological Seminary	001661	Spec Rel	Pri-Rel	-	IL
Chowan College	002916	2-Yr Acad	Pri-Rel		NC
Christ College Irvine	029059	Gen Bac	Pri-Rel		CA
Christian Brothers University	003482	Comp Ins	Pri-Rel		TN
Christian Theological Seminary	001789	Spec Rel	Pri-Rel		IN
Christopher Newport College	003706	Gen Bac	Public		VA
Church of God School of Theology	029311	Spec Rel	Pri-Rel		TN
Cincinnati Technical College	010345	2-Yr Acad	Public		OH
Citadel Military College of South Carolina	003423	Comp Ins	Public	Campus	SC

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
City University	013022	Comp Ins	Pri-Ind	Office	WA
Claflin College	003424	Gen Bac	Pri-Rel	Main	SC
Claremont University Center & Graduate School	001169	Doct Ins	Pri-Ind	Campus	CA
Clark Atlanta University	001559	Doct Ins	Pri-Rel		GA
Clark State Community College	004852	2-Yr Acad	Public		OH
Clark University	002139	Doct Ins	Pri-Ind		MA
Clarke College	001852	Gen Bac	Pri-Rel		IA
Clarkson University	002699	Doct Ins	Pri-Ind		NY
Clayton State College	008976	2-Yr Acad	Public		GA
Clemson University	003425	Doct Ins	Public		SC
Cleveland Institute of Music	003031	Spec Art	Pri-Ind		OH
Cleveland State Community College	003999	2-Yr Acad	Public		TN
Cleveland State University	003032	Comp Ins	Public		OH
Clinton Community College	006787	2-Yr Acad	Public		NY
Cloud County Community College	001909	2-Yr Acad	Public		KS
Clovis Community College	004743	2-Yr Acad	Public		NM
Coffeyville Community College	001910	2-Yr Acad	Public		KS
Coker College	003427	Gen Bac	Pri-Ind		SC
Colby College	002039	Gen Bac	Pri-Ind		ME
Colby-Sawyer College	002572	Gen Bac	Pri-Ind		NH
Colgate Rochester-Bexley Hall-Crozer Divinity School	009766	Spec Rel	Pri-Rel		NY
Colgate University	002701	Comp Ins	Pri-Ind		NY
College Misericordia	003247	Gen Bac	Pri-Rel		PA
College of Associated Arts	029191	Gen Bac	Pri-Ind		MN
College of DuPage	006656	2-Yr Acad	Public		IL
College of Great Falls	002527	Comp Ins	Pri-Rel		MT
College of Lake County	007694	2-Yr Acad	Public		IL
College of Mount Saint Joseph	003033	Gen Bac	Pri-Rel		OH
College of New Rochelle	002704	Comp Ins	Pri-Ind		NY
College of Notre Dame	001179	Gen Bac	Pri-Ind		CA
College of Osteopathic Medicine of Oklahoma State University	011282	Spec Med	Public	Campus	OK
College of Osteopathic Medicine of the Pacific	029133	Spec Med	Pri-Ind		CA
College of Our Lady of the Elms	002140	Gen Bac	Pri-Rel		MA
College of Saint Benedict	002341	Gen Bac	Pri-Rel		MN
College of Saint Catherine	002342	Gen Bac	Pri-Rel	Main	MN
College of Saint Mary	002540	Spec Med	Pri-Ind		NE
College of Saint Rose	002705	Comp Ins	Pri-Ind		NY
College of Saint Scholastica	002343	Gen Bac	Pri-Ind		MN
College of the Atlantic	011385	Gen Bac	Pri-Ind		ME
College of the Holy Cross	002141	Gen Bac	Pri-Rel		MA
College of the Mainland	007096	2-Yr Acad	Public		TX
College of the Redwoods	001185	2-Yr Acad	Public	Main	CA
Colorado Christian University	009401	Comp Ins	Pri-Ind	Main	CO
Colorado College	001347	Gen Bac	Pri-Ind		CO
Colorado Community College & Occupational Education System	CCC802	System	Public	Office	CO
Colorado School of Mines	001348	Spec Eng	Public		CO
Colorado Technical College	010148	Comp Ins	Pri-Ind		CO
Columbia Bible College & Seminary	003429	Spec Rel	Pri-Ind		SC
Columbia College of Nursing	006640	Gen Bac	Pri-Ind		WI
Columbia State Community College	003483	2-Yr Acad	Public		TN
Columbia Theological Seminary	001560	Spec Rel	Pri-Rel		GA
Columbia University	002707	Doct Ins	Pri-Ind		NY
Columbia University Teachers College	003979	Oth Spec	Pri-Ind		NY
Columbia-Greene Community College	006789	2-Yr Acad	Public	Campus	NY
Columbus State Community College	006867	2-Yr Acad	Public		OH
Community College of Allegheny County	003231	System	Public	Main	PA
Community College of Aurora	029367	2-Yr Acad	Public		CO
Community College of Beaver County	006807	2-Yr Acad	Public		PA
Community College of Denver	009542	2-Yr Acad	Public		CO
Community College of Philadelphia	003249	2-Yr Acad	Public		PA
Community College of Rhode Island	003408	2-Yr Acad	Public	Main	RI
Community College of Southern Nevada	010362	2-Yr Acad	Public		NV
Community Colleges of Hawaii-System	CMM968	System	Public	Office	HI
Concordia College	002247	Gen Bac	Pri-Rel		MI

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Concordia College	002709	Gen Bac	Pri-Rel		NY
Concordia Seminary	002457	Spec Rel	Pri-Rel		MO
Connecticut College	001379	Comp Ins	Pri-Ind		CT
Connecticut State University System	666656	Comp Ins	Public	Office	CT
Conservatory of Music of Puerto Rico	010819	Gen Bac	Public		PR
Copiah-Lincoln Community College	002402	2-Yr Acad	Public	Main	MS
Coppin State College	002068	Comp Ins	Public	Campus	MD
Cornell College	001856	Gen Bac	Pri-Ind		IA
Cornell University	002711	Doct Ins	Pri-Ind	Main	NY
Corning Community College	002863	2-Yr Acad	Public	Campus	NY
Cornish Institute	012315	Spec Art	Pri-Ind		WA
Cottey College	002458	2-Yr Acad	Pri-Ind		MO
County College of Morris	007729	2-Yr Acad	Public		NJ
Covenant College	003484	Gen Bac	Pri-Rel		GA
Covenant Theological Seminary	004707	Spec Rel	Pri-Rel		MO
Creighton University	002542	Comp Ins	Pri-Rel		NE
Cumberland College	001962	Gen Bac	Pri-Rel		KY
Cuyahoga Community College	008797	2-Yr Acad	Public		OH
D'Youville College	002712	Spec Med	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-Yr Acad	Public		VA
Dakota State University	003463	Gen Bac	Public		SD
Dakota Wesleyan University	003461	Gen Bac	Pri-Rel		SD
Dallas County Community College District	003561	System	Public	Office	TX
Dallas Theological Seminary	003562	Spec Rel	Pri-Ind		TX
Dalton College	003956	2-Yr Acad	Public		GA
Daniel Webster College	004731	Gen Bac	Pri-Ind		NH
Dartmouth College	002573	Doct Ins	Pri-Ind		NH
Darton College	001543	2-Yr Acad	Public		GA
David Lipscomb College	003486	Gen Bac	Pri-Rel		TN
Davidson College	002918	Gen Bac	Pri-Rel		NC
Davis & Elkins College	003811	Gen Bac	Pri-Ind		WV
Daytona Beach Community College	001475	2-Yr Acad	Public	Office	FL
De Paul University	001671	Comp Ins	Pri-Rel		IL
DePauw University	001792	Comp Ins	Pri-Rel		IN
DeVry Institute of Technology	001672	Spec Eng	Pri-Ind		IL
DeVry Institute of Technology	010139	Spec Eng	Pri-Ind	Campus	TX
Defense Intelligence College	029294	Oth Spec	Public		DC
Defiance College	003041	Gen Bac	Pri-Rel		OH
Dekalb College	001562	2-Yr Acad	Public		GA
Delaware County Community College	007110	2-Yr Acad	Public		PA
Delaware State College	001428	Gen Bac	Public		DE
Delta College	002251	2-Yr Acad	Public		MI
Delta State University	002403	Comp Ins	Public		MS
Department of Higher Education	NWJ086	System	Public	Office	NJ
Des Moines Area Community College	008735	2-Yr Acad	Public		IA
Detroit College of Business	002253	Gen Bac	Pri-Ind	Main	MI
Dickinson College	003253	Gen Bac	Pri-Ind		PA
Dixie College	003671	2-Yr Acad	Public		UT
Doane College	002544	Gen Bac	Pri-Rel		NE
Dodge City Community College	001913	2-Yr Acad	Public		KS
Dominican College	002713	Gen Bac	Pri-Ind		NY
Dordt College	001859	Gen Bac	Pri-Rel		IA
Drake University	001860	Comp Ins	Pri-Ind		IA
Drew University	002603	Doct Ins	Pri-Ind		NJ
Drexel University	003256	Doct Ins	Pri-Ind		PA
Drury College	002461	Gen Bac	Pri-Ind		MO
Duke University	002920	Doct Ins	Pri-Ind		NC
Duquesne University	003258	Comp Ins	Pri-Rel		PA
Dutchess Community College	002864	2-Yr Acad	Public	Campus	NY
Dyersburg State Community College	006835	2-Yr Acad	Public		TN
Earlham College	001793	Gen Bac	Pri-Ind		IN
East Central University	003154	Gen Bac	Public		OK
East Stroudsburg University	003320	Comp Ins	Public	Campus	PA
East Tennessee State University	003487	Comp Ins	Public		TN

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
East Texas Baptist University	003564	Gen Bac	Pri-Rel		TX
Eastern Connecticut State University	001425	Comp Ins	Public-	Campus	CT
Eastern Illinois University	001674	Comp Ins	Public		IL
Eastern Kentucky University	001963	Comp Ins	Public		KY
Eastern Maine Technical College	005277	2-Yr Acad	Public	Campus	ME
Eastern Mennonite College	003708	Gen Bac	Pri-Rel		VA
Eastern Michigan University	002259	Comp Ins	Public		MI
Eastern Montana College	002530	Gen Bac	Public	Campus	MT
Eastern New Mexico University-Roswell	002661	2-Yr Acad	Public	Campus	NM
Eastern Oregon State College	003193	Comp Ins	Public	Campus	OR
Eastern Shore Community College	003748	2-Yr Acad	Public	Campus	VA
Eastern Virginia Medical Authority	010338	Spec Med	Pri-Ind		VA
Eastern Washington University	003775	Comp Ins	Public		WA
Eastern Wyoming College	003929	2-Yr Acad	Public		WY
Eckerd College	001487	Gen Bac	Pri-Rel		FL
Edgewood College	003848	Gen Bac	Pri-Rel		WI
Edinboro University of Pennyslvannia	003321	Comp Ins	Public		PA
Edison Community College	001477	2-Yr Acad	Public	Office	FL
Edison State Community College	012270	2-Yr Acad	Public		OH
El Paso Community College	010387	2-Yr Acad	Public		TX
Elgin Community College	001675	2-Yr Acad	Public		IL
Elizabethtown College	003262	Gen Bac	Pri-Ind		PA
Ellsworth Community College	001862	2-Yr Acad	Public	Campus	IA
Elmhurst College	001676	Gen Bac	Pri-Ind		IL
Elmira College	002718	Comp Ins	Pri-Ind		NY
Elon College	002927	Gen Bac	Pri-Ind		NC
Embry-Riddle Aeronautical University	001479	Gen Bac	Pri-Ind	Office	FL
Emerson College	002146	Comp Ins	Pri-Ind		MA
Emmaus Bible College	023289	Gen Bac	Pri-Rel		IA
Emory University	001564	Doct Ins	Pri-Ind		GA
Emory and Henry College	003709	Gen Bac	Pri-Rel		VA
Emporia State University	001927	Comp Ins	Public		KS
Erie Community College	002865	2-Yr Acad	Public	Office	NY
Escuela De Artes Plasticas	025694	Gen Bac	Pri-Ind		PR
Essex Community College	002070	2-Yr Acad	Public		MD
Evangel College	002463	Gen Bac	Pri-Rel		MO
Everett Community College	003776	2-Yr Acad	Public		WA
Fairfield University	001385	Comp Ins	Pri-Ind		CT
Fairleigh Dickinson University	008770	Comp Ins	Pri-Ind		NJ
Fairmont State College	003812	Gen Bac	Public		WV
Fashion Institute of Technology	002866	Gen Bac	Public		NY
Fayetteville Technical Community College	007640	2-Yr Acad	Public		NC
Ferris State University	002260	Gen Bac	Public		MI
Ferrum College	003711	Gen Bac	Pri-Rel		VA
Fitchburg State College	002184	Gen Bac	Public	Campus	MA
Florence-Darlington Technical College	003990	2-Yr Acad	Public		SC
Florida A & M University	001480	Doct Ins	Public	Campus	FL
Florida Atlantic University	001481	Comp Ins	Public		FL
Florida Institute of Technology	001469	Doct Ins	Pri-Ind		FL
Florida International University	009635	Comp Ins	Public		FL
Florida Keys Community College	001485	2-Yr Acad	Public		FL
Florida Memorial College	001486	Gen Bac	Pri-Rel		FL
Florida State University	001489	Doct Ins	Public		FL
Fort Lewis College	001353	Gen Bac	Public	Campus	CO
Francis Marion College	009226	Gen Bac	Public		SC
Franciscan University of Steubenville	003036	Comp Ins	Pri-Rel		OH
Frank Phillips College	003568	2-Yr Acad	Public		TX
Franklin & Marshall College	003265	Gen Bac	Pri-Ind		PA
Franklin College of Indiana	001798	Gen Bac	Pri-Ind		IN
Franklin Pierce College	002575	Gen Bac	Pri-Ind		NH
Franklin Pierce Law Center	029109	Spec Law	Pri-Ind		NH
Franklin University	003046	Gen Bac	Pri-Ind		OH
Fresno Pacific College	001253	Comp Ins	Pri-Rel		CA
Friend University	001918	Comp Ins	Pri-Ind		KS

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Front Range Community College	007933	2-Yr Acad	Public		CO
Fuller Theological Seminary	001200	Spec Rel	Pri-Rel		CA
Furman University	003434	Comp Ins	Pri-Rel		SC
GMI Engineering & Management Institute	002262	Spec Eng	Pri-Ind		MI
Gainesville College	001567	2-Yr Acad	Public		GA
Gallaudet University	001443	Doct Ins	Public		DC
Galveston College	006662	2-Yr Acad	Public		TX
Gannon University	003266	Comp Ins	Pri-Ind		PA
Gardner-Webb College	002929	Comp Ins	Pri-Rel		NC
Gateway Technical College	010883	2-Yr Acad	Public	Office	WI
Gavilan College	001202	2-Yr Acad	Public		CA
Genesee Community College	006782	2-Yr Acad	Public		NY
George Fox College	003194	Gen Bac	Pri-Rel		OR
George Mason University	003749	Comp Ins	Public		VA
George Washington University	001444	Doct Ins	Pri-Ind		DC
Georgetown College	001964	Gen Bac	Pri-Rel		KY
Georgetown University	001445	Doct Ins	Pri-Ind		DC
Georgia College	001602	Comp Ins	Public	Main	GA
Georgia Institute of Technology	001569	Doct Ins	Public		GA
Georgia Southern University	001572	Comp Ins	Public		GA
Georgia Southwestern College	001573	Comp Ins	Public		GA
Georgia State University	001574	Doct Ins	Public		GA
Georgian Court College	002508	Gen Bac	Pri-Rel		NJ
Glenville State College	003813	Gen Bac	Public		WV
Gloucester County College	006901	2-Yr Acad	Public		NJ
Goddard College	003686	Comp Ins	Pri-Ind		VT
Golden Gate Baptist Theological Seminary	001204	Spec Rel	Pri-Rel		CA
Golden Gate University	001205	Doct Ins	Pri-Ind		CA
Goldey-Beacom College	001429	Gen Bac	Pri-Ind	Main	DE
Gonzaga University	003778	Comp Ins	Pri-Ind		WA
Gordon College	002153	Gen Bac	Pri-Ind		MA
Goshen College	001799	Gen Bac	Pri-Rel		IN
Goucher College	002073	Gen Bac	Pri-Ind		MD
Governors State University	009145	Comp Ins	Public		IL
Graceland College	001866	Gen Bac	Pri-Rel		IA
Grand Canyon University	001074	Gen Bac	Pri-Rel		AZ
Grand Valley State University	002268	Comp Ins	Public		MI
Grand View College	001867	Gen Bac	Pri-Rel		IA
Grays Harbor College	003779	2-Yr Acad	Public		WA
Grayson County college	003570	2-Yr Acad	Public		TX
Greater Hartford Community College	007635	2-Yr Acad	Public		CT
Greensboro College	002930	Gen Bac	Pri-Rel		NC
Grossmont College	001208	2-Yr Acad	Public	Office	CA
Guilford College	002931	Gen Bac	Pri-Rel		NC
Hagerstown Junior College	002074	2-Yr Acad	Public		MD
Hahnemann University	003271	Doct Ins	Pri-Ind		PA
Hamilton College	002728	Gen Bac	Pri-Ind		NY
Hamline University	002354	Gen Bac	Pri-Rel		MN
Hampden-Sydney College	003713	Gen Bac	Pri-Ind		VA
Hampton University	003714	Comp Ins	Pri-Ind		VA
Harford Community College	002075	2-Yr Acad	Public		MD
Harrisburg Area Community College	003273	2-Yr Acad	Public	Office	PA
Hartford Seminary	001387	Spec Rel	Pri-Ind		CT
Hartnell Community College District	001209	2-Yr Acad	Public		CA
Hartwick College	002729	Gen Bac	Pri-Ind		NY
Harvey Mudd College	001171	Gen Bac	Pri-Ind		CA
Hastings College	002548	Gen Bac	Pri-Rel		NE
Haverford College	003274	Gen Bac	Pri-Ind		PA
Hawkeye Institute of Technology	004595	2-Yr Acad	Public		IA
Haywood Community College	008083	2-Yr Acad	Public		NC
Heidelberg College	003048	Gen Bac	Pri-Rel		OH
Henry Ford Community College	002270	2-Yr Acad	Public		MI
Herkimer County Community College	004788	2-Yr Acad	Public		NY
Hilbert College	002735	2-Yr Acad	Pri-Ind		NY

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Hiram College	003049	Gen Bac	Pri-Ind		OH
Hobart & William Smith College	002731	Gen Bac	Pri-Ind		NY
Hofstra University	002732	Doct Ins	Pri-Ind		NY
Hollins College	003715	Gen Bac	Pri-Ind		VA
Holy Family College	003275	Gen Bac	Pri-Rel		PA
Hope College	002273	Gen Bac	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-Yr Acad	Public	Campus	SC
Houston Community College System	010633	2-Yr Acad	Public	Office	TX
Howard College	003574	2-Yr Acad	Public		TX
Hudson Valley Community College	002868	2-Yr Acad	Public	Campus	NY
Humphreys College	001212	Gen Bac	Pri-Ind		CA
Huntington College	001803	Gen Bac	Pri-Rel		IN
Hutchinson Community College	001923	2-Yr Acad	Public		KS
Idaho State University	001620	Comp Ins	Public		ID
Iliff School of Theology	001354	Spec Rel	Pri-Rel		CO
Illinois Benedictine College	001767	Comp Ins	Pri-Rel		IL
Illinois Board of Governors of State Colleges & Universities	666679	Other	Public	Office	IL
Illinois College	001688	Gen Bac	Pri-Ind		IL
Illinois College of Optometry	001689	Spec Med	Pri-Ind		IL
Illinois Institute of Technology	001691	Doct Ins	Pri-Ind		IL
Illinois State University	001692	Doct Ins	Public		IL
Illinois Wesleyan University	001696	Gen Bac	Pri-Ind		IL
Incarnate Word College	003578	Comp Ins	Pri-Rel		TX
Indian Hills Community College	008298	2-Yr Acad	Public		IA
Indiana University East	001811	Gen Bac	Public	Campus	IN
Indiana University Northwest	001815	Comp Ins	Public	Campus	IN
Indiana University Southeast	001817	Comp Ins	Public	Campus	IN
Indiana University of Pennyslvannia	008810	Comp Ins	Public	Campus	PA
Indiana University-Bloomington	001809	Doct Ins	Public	Main	IN
Indiana University-Kokomo	001814	Gen Bac	Public	Campus	IN
Indiana University-Purdue University-Fort Wayne	001812	Comp Ins	Public	Campus	IN
Indiana University-Purdue University-Indianapolis	001813	Comp Ins	Public	Campus	IN
Indiana University-South Bend	001816	Comp Ins	Public	Campus	IN
Indiana University-System	008002	System	Public	Office	IN
Indiana Vocational Technical College Central Office	009916	System	Public	Office	IA
Indiana Vocational Technical College-Southeast	013144	2-Yr Acad	Public	Campus	IN
Indiana Wesleyan University	001822	Gen Bac	Pri-Rel		IN
Institute of Paper Science & Technology	005010	Oth Spec	Pri-Ind		GA
Inter American University of Puerto Rico-Aguadilla	003939	Gen Bac	Pri-Ind	Campus	PR
Inter American University of Puerto Rico-Barranquitas	005027	Gen Bac	Pri-Ind	Campus	PR
Interdenominational Theological Center	001568	Spec Rel	Pri-Rel	Office	GA
International Bible College	029280	Gen Bac	Pri-Rel		AL
Iona College	002737	Comp Ins	Pri-Ind		NY
Iowa State University	001869	Doct Ins	Public		IA
Iowa Valley Community College District	666660	System	Public	Office	IA
Iowa Wesleyan College	001871	Gen Bac	Pri-Ind		IA
Ithaca College	002739	Comp Ins	Pri-Ind		NY
J. F. Ingram State Technical College	005700	2-Yr Acad	Public		AL
J. S. Reynolds Community College	003759	2-Yr Acad	Public	Main	VA
Jackson State Community College	004937	2-Yr Acad	Public	Campus	TN
Jackson State University	002410	Comp Ins	Public		MS
Jacksonville State University	001020	Comp Ins	Public		AL
Jacksonville University	001495	Comp Ins	Pri-Ind		FL
James Madison University	003721	Comp Ins	Public		VA
Jamestown College	002990	Gen Bac	Pri-Ind		ND
Jefferson Community College	002870	2-Yr Acad	Public		NY
Jefferson Technical College	007275	2-Yr Acad	Public		OH
Jesuit School of Theology at Berkeley	010333	Spec Rel	Pri-Rel		CA
John A. Logan College	008076	2-Yr Acad	Public		IL
John B. Stetson University	001531	Comp Ins	Pri-Rel	Main	FL
John Brown University	001100	Gen Bac	Pri-Ind		AR
John Carroll University	003050	Comp Ins	Pri-Rel		OH
John F. Kennedy University	004484	Gen Bac	Pri-Ind		CA
Johns Hopkins University	002077	Doct Ins	Pri-Ind	Office	MD

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Johnson County Community College	008244	2-Yr Acad	Public		KS
Jones County Junior College	002411	2-Yr Acad	Public		MS
Judson College	001700	Gen Bac	Pri-Ind		IL
Juniata College	003279	Gen Bac	Pri-Ind		PA
Kalamazoo College	002275	Gen Bac	Pri-Ind		MI
Kalamazoo Valley Community College	006949	2-Yr Acad	Public		MI
Kansas City Art Institute	002473	Spec Art	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-Yr Acad	Public		KS
Kansas State University	001928	Doct Ins	Public		KS
Kansas Wesleyan University	001929	Gen Bac	Pri-Rel		KS
Keene State College	002590	Comp Ins	Public	Campus	NH
Kellogg Community College	002276	2-Yr Acad	Public		MI
Kendall College of Art & Design	007618	Spec Art	Pri-Ind		MI
Kennebec Valley Technical College	009806	2-Yr Acad	Public	Campus	ME
Kennesaw State College	001577	Gen Bac	Public		GA
Kent State University	003051	Doct Ins	Public	Main	OH
Kentucky Christian College	001965	Gen Bac	Pri-Rel		KY
Kentucky Wesleyan College	001969	Gen Bac	Pri-Rel		KY
Kenyon College	003065	Gen Bac	Pri-Ind		OH
Kettering College of Medical Arts	007035	Spec Med	Pri-Rel		OH
Keystone Junior College	003280	2-Yr Acad	Pri-Ind		PA
King College, Inc.	003496	Gen Bac	Pri-Ind		TN
King's College	003282	Gen Bac	Pri-Rel		PA
Kirkwood Community College	004076	2-Yr Acad	Public		IA
Kirtland Community College	007171	2-Yr Acad	Public		MI
La Roche College	003987	Gen Bac	Pri-Ind		PA
La Salle University	003287	Gen Bac	Pri-Ind		PA
La Sierra University	001215	Doct Ins	Pri-Rel		CA
LaGuardia Community College	010051	2-Yr Acad	Public	Campus	NY
Laboure College	006324	2-Yr Acad	Pri-Rel		MA
Lac Courtes Oreilles Obijwa Community College	666681	2-Yr Acad	Public		WI
Lafayette College	003284	Gen Bac	Pri-Ind		PA
Lake Forest College	001706	Comp Ins	Pri-Ind		IL
Lake Forest Graduate School of Management	029244	Spec Bus	Pri-Ind	Office	IL
Lake Michigan College	002277	2-Yr Acad	Public		MI
Lake Superior University	002293	Gen Bac	Public		MI
Lakeland College	003854	Gen Bac	Pri-Ind		WI
Lambuth University	003498	Gen Bac	Pri-Rel		TN
Lancaster Bible College	003285	Gen Bac	Pri-Rel		PA
Lander College	003435	Gen Bac	Public		SC
Langston University	003157	Gen Bac	Public		OK
Laramie County Community College	009259	2-Yr Acad	Public		WY
Laredo State University	009651	Gen Bac	Public	Campus	TX
Le Moyne College	002743	Gen Bac	Pri-Ind		NY
LeTourneau University	003584	Spec Eng	Pri-Ind		TX
Lebanon Valley College	003288	Gen Bac	Pri-Ind		PA
Lees College	001970	2-Yr Acad	Pri-Rel		KY
Lees-McRae College	002939	2-Yr Acad	Pri-Rel		NC
Lehigh University	003289	Doct Ins	Pri-Ind		PA
Lesley College	002160	Gen Bac	Pri-Ind		MA
Lewis & Clark College	003197	Comp Ins	Pri-Ind		OR
Lewis-Clark State College	001621	Gen Bac	Public		ID
Lexington Institute of Hospitality Careers	025276	2-Yr Acad	Pri-Ind		IL
Lima Technical College	010027	2-Yr Acad	Public		OH
Lincoln Christian College and Seminary	001708	Gen Bac	Pri-Ind		IL
Lincoln Memorial University	003502	Gen Bac	Pri-Ind		TN
Lindenwood College	002480	Comp Ins	Pri-Rel		MO
Lindsey Wilson College	001972	2-Yr Acad	Pri-Rel		KY
Linfield College	003198	Gen Bac	Pri-Rel	Main	OR
Logan College of Chiropractic	004703	Spec Med	Pri-Ind		MO
Long Island University-Administration	002751	System	Pri-Ind	Office	NY
Longview Community College	009140	2-Yr Acad	Public	Campus	MO
Lorain County Community College	003068	2-Yr Acad	Public		OH
Loras College	001873	Gen Bac	Pri-Rel		IA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Los Angeles Community College District Office	001221	System	Public	Office	CA
Los Angeles Harbor Community College	001224	2-Yr Acad	Public	Campus	CA
Louisiana College	002007	Gen Bac	Pri-Rel		LA
Louisiana State University Medical Center-New Orleans	002014	Spec Med	Public	Campus	LA
Louisiana State University and Agric. & Mech. College	002010	Doct Ins	Public	Main	LA
Louisiana State University at Alexandria	002011	2-Yr Acad	Public	Campus	LA
Louisiana State University-Eunice	002012	2-Yr Acad	Public	Campus	LA
Louisiana Tech University	002008	Doct Ins	Public		LA
Louisville Presbyterian Theological Seminary	001974	Spec Rel	Pri-Rel		KY
Lower Columbia College	003782	2-Yr Acad	Public		WA
Loyola College in Maryland	002078	Comp Ins	Pri-Ind		MD
Loyola Marymount University	011649	Comp Ins	Pri-Rel		CA
Loyola University	002016	Doct Ins	Pri-Rel		LA
Loyola University-Chicago	001710	Doct Ins	Pri-Rel		IL
Lubbock Christian College	003586	Gen Bac	Pri-Ind		TX
Lurleen B. Wallace State Junior College	008988	2-Yr Acad	Public		AL
Luther College	001874	Gen Bac	Pri-Rel		IA
Lutheran Theological Seminary	003291	Spec Rel	Pri-Rel		PA
Lycoming College	003293	Gen Bac	Pri-Rel		PA
Lynchburg College	003720	Comp Ins	Pri-Rel		VA
MGH Institute of Health Professions	020817	Spec Med	Pri-Ind		MA
MacCormac Junior College	001716	2-Yr Acad	Pri-Ind		IL
Macalester College	002358	Gen Bac	Pri-Ind		MN
Macomb Community College	008319	2-Yr Acad	Public	Office	MI
Madisonville Community College	029213	2-Yr Acad	Public	Campus	KY
Madonna University	002282	Gen Bac	Pri-Rel		MI
Maine Maritime Academy	002044	Oth Spec	Public		ME
Maine Technical College System	MNV043	System	Public	Office	ME
Malone College	003072	Gen Bac	Pri-Rel		OH
Manatee Community College	001504	2-Yr Acad	Public	Main	FL
Manchester College	001820	Gen Bac	Pri-Rel		IN
Manhattan Christian College	001931	Gen Bac	Pri-Rel		KS
Manhattan College	002758	Comp Ins	Pri-Rel		NY
Mankato State University	002360	Comp Ins	Public	Campus	MN
Maple Woods Community College	009139	2-Yr Acad	Public	Campus	MO
Marian College	001821	Gen Bac	Pri-Rel		IN
Marian College of Fond Du Lac	003861	Gen Bac	Pri-Rel		WI
Maricopa County Community College District	001075	System	Public	Office	AZ
Marietta College	003073	Gen Bac	Pri-Ind		OH
Marion Technical College	010736	2-Yr Acad	Public		OH
Marist College	002765	Gen Bac	Pri-Ind		NY
Marquette University	003863	Doct Ins	Pri-Rel		WI
Mars Hill College	002944	Gen Bac	Pri-Rel		NC
Marshall University	003815	Comp Ins	Public		WV
Marshalltown Community College	001875	2-Yr Acad	Public	Campus	IA
Martin Methodist College	003504	2-Yr Acad	Pri-Rel		TN
Mary Baldwin College	003723	Gen Bac	Pri-Rel		VA
Marygrove College	002284	Comp Ins	Pri-Ind		MI
Maryknoll School of Theology	002767	Spec Rel	Pri-Rel	Campus	NY
Maryland Institute College of Art	002080	Spec Art	Pri-Ind		MD
Marylhurst College	003199	Comp Ins	Pri-Ind		OR
Marymount College at Tarrytown	002768	Gen Bac	Pri-Ind		NY
Marymount College-Palos Verdes	010474	Gen Bac	Pri-Ind		CA
Marymount Manhattan College	002769	Gen Bac	Pri-Ind		NY
Marymount University	003724	Gen Bac	Pri-Rel		VA
Maryville College	003505	Gen Bac	Pri-Rel		TN
Maryville University-St.Louis	002482	Gen Bac	Pri-Ind		MO
Marywood College	003296	Comp Ins	Pri-Rel		PA
Massachusetts Higher Education Coordinating Council	029283	Other	Public	Office	MA
Massachusetts Institute of Technology	002178	Doct Ins	Pri-Ind		MA
Massachusetts School of Professional Psychology	029272	Doct Ins	Pri-Ind		MA
Massasoit Community College	002177	2-Yr Acad	Public	Office	MA
Masters College	001220	Gen Bac	Pri-Rel		CA
Mayville State University	002993	Gen Bac	Public		ND

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
McCormick Theological Seminary	001721	Spec Rel	Pri-Rel		IL
McHenry County College	007691	2-Yr Acad	Public		IL
Medical College of Georgia	001579	Spec Med	Public	Campus	GA
Medical College of Wisconsin	008296	Spec Med	Pri-Ind		WI
Meharry Medical College	003506	Spec Med	Pri-Ind		TN
Memphis State University	003509	Doct Ins	Public	Campus	TN
Mennonite Brethren Biblical Seminary	010368	Spec Rel	Pri-Rel		CA
Mercer University	001580	Comp Ins	Pri-Rel	Office	GA
Meredith College	002945	Gen Bac	Pri-Rel		NC
Meridian Community College	002413	2-Yr Acad	Public		MS
Merrimack College	002120	Gen Bac	Pri-Rel		MA
Merritt College	001267	2-Yr Acad	Public	Campus	CA
Mesa State College	001358	Gen Bac	Public		CO
Methodist Theological School	003075	Spec Rel	Pri-Rel		OH
Metropolitan Community College	012586	2-Yr Acad	Public	Office	NE
Metropolitan Community Colleges-System	009137	System	Public	Office	MO
Metropolitan State College	001360	Gen Bac	Public		CO
Metropolitan State University	010374	Gen Bac	Public	Campus	MN
Miami University	007104	Doct Ins	Public	Main	OH
Michigan State University	002290	Doct Ins	Public		MI
Michigan Technological University	002292	Spec Eng	Public		MI
Mid Michigan Community College	006768	2-Yr Acad	Public		MI
Middle Georgia College	001581	2-Yr Acad	Public	Campus	GA
Middle Tennessee State University	003510	Comp Ins	Public	Campus	TN
Middlebury College	003691	Gen Bac	Pri-Ind		VT
Midland Junior College	009797	2-Yr Acad	Public		TX
Midland Lutheran College	002553	Gen Bac	Pri-Rel		NE
Midlands Technical College	003993	2-Yr Acad	Public	Office	SC
Midway College	001975	2-Yr Acad	Pri-Ind		KY
Midwestern Baptist Theological Seminary	002485	Doct Ins	Pri-Rel		MO
Miles Community College	002528	2-Yr Acad	Public		MT
Millersville University of Pennsylvania	003325	Comp Ins	Public		PA
Milligan College	003511	Gen Bac	Pri-Rel		TN
Mills College	001238	Comp Ins	Pri-Ind		CA
Milwaukee Area Technical College	003866	2-Yr Acad	Public	Main	WI
Milwaukee Institute of Art & Design	029113	Gen Bac	Pri-Ind		WI
Minneapolis College of Art & Design	002365	Spec Art	Pri-Ind		MN
Minneapolis Community College	002362	2-Yr Acad	Public	Campus	MN
Minnesota Community College-System Office	009346	System	Public	Office	MN
Minnesota State Board of Technical Colleges	MSB551	Other	Public	Office	MN
Minot State University	002994	Gen Bac	Public		ND
Mississippi Gulf Coast Community College	008763	2-Yr Acad	Public		MS
Mississippi State University	002423	Doct Ins	Public	Campus	MS
Missouri Baptist College	007540	Gen Bac	Pri-Rel	Office	MO
Missouri Southern State College	002488	Gen Bac	Public		MO
Mitchell College	001393	2-Yr Acad	Pri-Ind		CT
Moberly Area Community College	002491	2-Yr Acad	Public		MO
Molloy College	002775	Gen Bac	Pri-Ind		NY
Monmouth College	001725	Gen Bac	Pri-Rel		IL
Monroe Community College	002872	2-Yr Acad	Public		NY
Monroe County Community College	002294	2-Yr Acad	Public		MI
Montana State University	002532	Comp Ins	Public		MT
Montcalm Community College	002295	2-Yr Acad	Public		MI
Montclair State College	002617	Comp Ins	Public		NJ
Montgomery County Community College	004452	2-Yr Acad	Public		PA
Montreat-Anderson College	002948	Gen Bac	Pri-Rel		NC
Moorhead State University	002367	Comp Ins	Public		MN
Moraine Valley Community College	007692	2-Yr Acad	Public		IL
Moravian College	003301	Gen Bac	Pri-Ind		PA
Morehead State University	001976	Comp Ins	Public		KY
Morehouse School of Medicine	029297	Spec Med	Pri-Ind		GA
Morgan Community College	009981	2-Yr Acad	Public		CO
Morningside College	001879	Gen Bac	Pri-Rel		IA
Morris Brown College	001583	Gen Bac	Pri-Rel		GA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Morrison College-Reno	666924	Gen Bac	Pri-Ind		NV
Morton College	001728	2-Yr Acad	Public		IL
Motlow State Community College	006836	2-Yr Acad	Public		TN
Mount Holyoke College	002192	Gen Bac	Pri-Ind		MA
Mount Mary College	003869	Gen Bac	Pri-Ind		WI
Mount Mercy College	001880	Gen Bac	Pri-Rel		IA
Mount Saint Clare College	001881	Comp Ins	Pri-Rel		IA
Mount Saint Mary's College	002086	Gen Bac	Pri-Ind		MD
Mount Union College	003083	Gen Bac	Pri-Rel		OH
Mount Vernon Nazarene College	007085	Gen Bac	Pri-Rel		OH
Mount Wachusett Community College	002172	2-Yr Acad	Public		MA
Mt San Jacinto College	001246	2-Yr Acad	Public		CA
Muhlenberg College	003304	Gen Bac	Pri-Rel		PA
Murray State University	001977	Comp Ins	Public		KY
Muskingum Area Technical College	008133	2-Yr Acad	Public		OH
Muskingum College	003084	Gen Bac	Pri-Rel		OH
Napa Valley Community College District	001247	2-Yr Acad	Public		CA
Nash Community College	008557	2-Yr Acad	Public		NC
Nashville State Technical Institute	008145	2-Yr Acad	Public	Campus	TN
Nassau Community College	002873	2-Yr Acad	Public		NY
National College	004057	Spec Bus	Pri-Ind	Main	SD
National Education Center-Spartan Schl of Aeronautics Campus	007678	2-Yr Acad	Pri-Ind	Office	OK
National-Louis University	001733	Comp Ins	Pri-Ind		IL
Nazarene Theological Seminary	002494	Spec Rel	Pri-Rel		MO
Nazareth College of Rochester	002779	Gen Bac	Pri-Ind		NY
Nebraska Methodist College of Nursing and Allied Health	006404	Gen Bac	Pri-Ind		NE
Nebraska Wesleyan University	002555	Gen Bac	Pri-Ind		NE
Neumann College	003988	Gen Bac	Pri-Rel		PA
New Brunswick Theological Seminary	002619	Spec Rel	Pri-Rel		NJ
New England College	002579	Gen Bac	Pri-Ind		NH
New England College of Optometry	002164	Spec Med	Pri-Ind		MA
New England Conservatory of Music	002194	Spec Art	Pri-Ind		MA
New Hampshire College	002580	Comp Ins	Pri-Ind		NH
New Hampshire Technical College at Claremont	007560	2-Yr Acad	Public	Campus	NH
New Jersey Institute of Technology	002621	Doct Ins	Public		NJ
New Mexico Institute of Mining & Technology	002654	Doct Ins	Public		NM
New Mexico State University-Alamogordo	002658	2-Yr Acad	Public	Campus	NM
New Mexico State University-Las Cruces	002657	Doct Ins	Public		NM
New River Community College	005223	2-Yr Acad	Public	Campus	VA
New York Chiropractic College	012277	Spec Med	Pri-Ind		NY
New York Law School	002783	Spec Law	Pri-Ind		NY
New York Medical College	002784	Spec Med	Pri-Ind		NY
Niagara University	002788	Comp Ins	Pri-Ind		NY
Nicholls State University	002005	Comp Ins	Public		LA
Norfolk State University	003765	Comp Ins	Public		VA
North Adams State College	002187	Gen Bac	Public	Campus	MA
North Arkansas Community College	012261	2-Yr Acad	Public		AR
North Carolina School of the Arts	003981	Spec Art	Public	Campus	NC
North Carolina State University-Raleigh	002972	Doct Ins	Public	Campus	NC
North Carolina Wesleyan College	002951	Gen Bac	Pri-Rel		NC
North Central College	001734	Gen Bac	Pri-Rel		IL
North Central Technical College	005313	2-Yr Acad	Public		OH
North Dakota State College of Science	002996	2-Yr Acad	Public		ND
North Florida Junior College	001508	2-Yr Acad	Public		FL
North Greenville College	003441	2-Yr Acad	Pri-Rel		SC
North Iowa Area Community College	001877	2-Yr Acad	Public		IA
North Park College & Theological Seminary	001735	Gen Bac	Pri-Rel		IL
North Shore Community College	002173	2-Yr Acad	Public		MA
Northeast Community College	011667	2-Yr Acad	Public		NE
Northeast Missouri State University	002495	Comp Ins	Public		MO
Northeast State Technical Community College	029260	2-Yr Acad	Public		TN
Northeastern Illinois University	001693	Comp Ins	Public		IL
Northeastern Junior College	001361	2-Yr Acad	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Spec Med	Public		OH

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Northeastern State University	003161	Comp Ins	Public		OK
Northeastern University	002199	Doct Ins	Pri-Ind		MA
Northern Arizona University	001082	Doct Ins	Public		AZ
Northern Essex Community College	002174	2-Yr Acad	Public	Main	MA
Northern Illinois University	001737	Doct Ins	Public		IL
Northern Kentucky University	009275	Comp Ins	Public		KY
Northern Maine Technical College	005760	2-Yr Acad	Public	Campus	ME
Northern Michigan University	002301	Comp Ins	Public		MI
Northern State University	003466	Comp Ins	Public		SD
Northern Virginia Community College	003727	2-Yr Acad	Public	Office	VA
Northern Wyoming Community College District	003930	2-Yr Acad	Public		WY
Northhampton Community College	007191	2-Yr Acad	Public		PA
Northland College	003875	Gen Bac	Pri-Rel		WI
Northrop University	001248	Spec Eng	Pri-Ind		CA
Northwest Christian College	003208	Comp Ins	Pri-Rel		OR
Northwest Iowa Technical College	004600	2-Yr Acad	Public		IA
Northwest Missouri State University	002496	Comp Ins	Public		MO
Northwest Technical College	008677	2-Yr Acad	Public		OH
Northwestern College	002371	Gen Bac	Pri-Ind		MN
Northwestern Michigan College	002302	2-Yr Acad	Public		MI
Northwestern University	001739	Doct Ins	Pri-Ind		IL
Norwich University	003692	Comp Ins	Pri-Ind		VT
Notre Dame College	002584	Comp Ins	Pri-Rel		NH
Notre Dame College of Ohio	003085	Gen Bac	Pri-Rel		OH
Notre Dame Seminary	002022	Spec Rel	Pri-Rel		LA
Nova University	001509	Doct Ins	Pri-Ind		FL
Oakland Community College	008760	2-Yr Acad	Public	Office	MI
Oakland University	002307	Comp Ins	Public		MI
Oakton Community College	009896	2-Yr Acad	Public		IL
Oberlin College	003086	Gen Bac	Pri-Ind		OH
Occidental College	001249	Comp Ins	Pri-Ind		CA
Odessa College	003596	2-Yr Acad	Public		TX
Ohio College of Podiatric Medicine	003088	Spec Med	Pri-Ind		OH
Ohio Dominican College	003035	Gen Bac	Pri-Rel		OH
Ohio State University	006883	Doct Ins	Public	Main	OH
Ohio State University Agricultural Technical Institute	010687	Gen Bac	Public	Campus	OH
Ohio University	003100	Doct Ins	Public	Main	OH
Ohio Valley College	003819	Gen Bac	Pri-Rel		WV
Oklahoma Baptist University	003164	Gen Bac	Pri-Rel		OK
Oklahoma Christian University of Science & Arts	003165	Comp Ins	Pri-Rel		OK
Oklahoma City Community College	010391	2-Yr Acad	Public		OK
Oklahoma Panhandle State University	003174	Gen Bac	Public		OK
Oklahoma State Regents for Higher Education	RGN751	Other	Public	Office	OK
Oklahoma State University-Main Campus	003170	Doct Ins	Public	Main	OK
Oklahoma State University-Oklahoma City	003171	2-Yr Acad	Public	Campus	OK
Old Dominion University	003728	Doct Ins	Public		VA
Olivet Nazarene University	001741	Comp Ins	Pri-Rel		IL
Olympic College	003784	2-Yr Acad	Public		WA
Orangeburg-Calhoun Technical College	006815	2-Yr Acad	Public		SC
Oregon Graduate Institute of Science & Technology	008856	Oth Spec	Pri-Ind		OR
Oregon Health Sciences University	004882	Spec Med	Public	Campus	OR
Oregon Institute of Technology	003211	Spec Eng	Public		OR
Oregon State System of Higher Education	009190	System	Public	Office	OR
Oregon State University	003210	Doct Ins	Public		OR
Ottawa University	001937	Gen Bac	Pri-Rel	Main	KS
Otterbein College	003110	Gen Bac	Pri-Rel		OH
Our Lady of the Lake University	003598	Comp Ins	Pri-Rel		TX
Owens Technical College	005753	2-Yr Acad	Public		OH
Pace University	002791	Doct Ins	Pri-Ind		NY
Pacific Lutheran University	003785	Comp Ins	Pri-Rel		WA
Pacific Oaks College	001255	Comp Ins	Pri-Ind		CA
Pacific School of Religion	001256	Spec Rel	Pri-Rel		CA
Pacific Union College	001258	Comp Ins	Pri-Ind		CA
Pacific University	003212	Gen Bac	Pri-Ind		OR

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Palm Beach Community College	001512	2-Yr Acad	Public		FL
Palmer College of Chiropractic	012300	Spec Med	Pri-Ind		IA
Palomar Community College	001260	2-Yr Acad	Public		CA
Paris Junior College	003601	2-Yr Acad	Public		TX
Parks College of Saint Louis University	003970	Gen Bac	Pri-Rel	Campus	IL
Patten College	004490	Gen Bac	Pri-Rel		CA
Paul Smith's College of Arts & Sciences	002795	2-Yr Acad	Pri-Ind		NY
Peirce Junior College	003309	2-Yr Acad	Pri-Ind		PA
Pellissippi State Technical Community College	012693	2-Yr Acad	Public	Campus	TN
Penn Valley Community College	002484	2-Yr Acad	Public	Campus	MO
Pennsylvania College of Optometry	003311	Spec Med	Pri-Ind		PA
Pennsylvania College of Technology	003395	2-Yr Acad	Public		PA
Pennsylvania State System of Higher Education	029371	System	Public	Office	PA
Pennsylvania State University	006965	Doct Ins	Public	Main	PA
Pensacola Junior College	001513	2-Yr Acad	Public		FL
Peru State College	002559	Gen Bac	Public		NE
Pfeiffer College Inc.	002955	Gen Bac	Pri-Rel		NC
Philadelphia College of Pharmacy and Science	003353	Spec Med	Pri-Ind		PA
Philadelphia College of Textiles & Science	003354	Comp Ins	Pri-Ind		PA
Phillips County Community College	001104	2-Yr Acad	Public		AR
Phillips University	003175	Comp Ins	Pri-Rel		OK
Piedmont College	001588	Gen Bac	Pri-Ind		GA
Piedmont Virginia Community College	009928	2-Yr Acad	Public	Campus	VA
Pikes Peak Community College	008896	2-Yr Acad	Public		CO
Pikeville College	001980	Gen Bac	Pri-Rel		KY
Pittsburg State University	001926	Comp Ins	Public		KS
Pittsburgh Technical Institute	007437	2-Yr Acad	Pri-Ind		PA
Pitzer College	001172	Gen Bac	Pri-Ind		CA
Plymouth State College	002591	Comp Ins	Public	Campus	NH
Point Loma Nazarene College	001262	Gen Bac	Pri-Rel		CA
Point Park College	003357	Gen Bac	Pri-Ind		PA
Polk Community College	001514	2-Yr Acad	Public	Office	FL
Polytechnic University	002796	Doct Ins	Pri-Ind	Office	NY
Ponce School of Medicine	029268	Spec Med	Pri-Ind		PR
Portland State University	003216	Doct Ins	Public		OR
Potomac State College of West Virginia University	003829	2-Yr Acad	Public	Campus	WV
Presbyterian College	003445	Gen Bac	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Spec Rel	Pri-Rel		VA
Prince Georges Community College	002089	2-Yr Acad	Public		MD
Princeton University	002627	Doct Ins	Pri-Ind		NJ
Principia College	001744	Gen Bac	Pri-Ind		MO
Providence College	003406	Doct Ins	Pri-Ind		RI
Pueblo Community College	029166	2-Yr Acad	Public		CO
Purdue University-Calumet	001827	Comp Ins	Public	Campus	IN
Purdue University-North Central Campus	001826	2-Yr Acad	Public	Campus	IN
Purdue University-West Lafayette	001825	Doct Ins	Public	Main	IN
Quincy College	001745	Gen Bac	Pri-Rel		IL
Quinnipiac College	001402	Gen Bac	Pri-Ind		CT
Quinsigamond Community College	002175	2-Yr Acad	Public		MA
Radford University	003732	Comp Ins	Public		VA
Ramapo College of New Jersey	009344	Gen Bac	Public		NJ
Randolph-Macon College	003733	Gen Bac	Pri-Ind		VA
Rappahannock Community College	009160	2-Yr Acad	Public		VA
Reading Area Community College	010388	2-Yr Acad	Public		PA
Red Rocks Community College	009543	2-Yr Acad	Public	Campus	CO
Reed College	003217	Gen Bac	Pri-Ind		OR
Reformed Bible College	002311	Spec Rel	Pri-Ind		MI
Reformed Theological Seminary	009193	Spec Rel	Pri-Ind		MS
Regent University	029353	Doct Ins	Pri-Ind		VA
Regis College	001363	Gen Bac	Pri-Rel		CO
Regis College	002206	Gen Bac	Pri-Rel		MA
Rend Lake College	007119	2-Yr Acad	Public		IL
Rensselaer Polytechnic Institute	002803	Doct Ins	Pri-Ind		NY
Rhode Island College	003407	Comp Ins	Public		RI

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Rhode Island School of Design	003409	Spec Art	Pri-Ind		RI
Rhodes College	003519	Gen Bac	Pri-Rel		TN
Richland Community College	010879	2-Yr Acad	Public		IL
Rider College	002628	Comp Ins	Pri-Ind		NJ
Ripon College	003884	Gen Bac	Pri-Ind		WI
Rivier College	002586	Comp Ins	Pri-Rel		NH
Roan State Community College	009914	2-Yr Acad	Public		TN
Roanoke Bible College	029088	Gen Bac	Pri-Ind		NC
Roanoke College	003736	Gen Bac	Pri-Rel		VA
Robert Morris College	001746	2-Yr Acad	Pri-Ind	Office	IL
Robert Morris College	003359	Comp Ins	Pri-Ind		PA
Roberts Wesleyan College	002805	Gen Bac	Pri-Rel		NY
Rochester Institute of Technology	002806	Comp Ins	Pri-Ind		NY
Rock Valley College	001747	2-Yr Acad	Public		IL
Rockford College	001748	Gen Bac	Pri-Ind		IL
Rockhurst College	002499	Comp Ins	Pri-Rel		MO
Roger Williams College	004917	Gen Bac	Pri-Ind	Main	RI
Rollins College	001515	Comp Ins	Pri-Ind		FL
Roosevelt University	001749	Comp Ins	Pri-Ind		IL
Rosary College	001750	Comp Ins	Pri-Rel		IL
Rose State College	009185	2-Yr Acad	Public		OK
Rose-Hulman Institute of Technology	001830	Spec Eng	Pri-Ind		IN
Rowan-Cabarrus Community College	005754	2-Yr Acad	Public	Campus	NC
Russell Sage College	002810	Comp Ins	Pri-Ind		NY
Rust College	002433	Gen Bac	Pri-Rel		MS
Rutgers, The State University of New Jersey	006964	Doct Ins	Public	Office	NJ
Sacred Heart Major Seminary	002313	Gen Bac	Pri-Rel		MI
Sacred Heart University	001403	Gen Bac	Pri-Ind		CT
Saginaw Valley State University	002314	Comp Ins	Public		MI
Saint Ambrose University	001889	Gen Bac	Pri-Rel		IA
Saint Catherine College	001983	2-Yr Acad	Pri-Rel		KY
Saint Edward's University	003621	Gen Bac	Pri-Ind		TX
Saint Francis College	002820	Gen Bac	Pri-Ind		NY
Saint Francis College	003366	Comp Ins	Pri-Rel		PA
Saint John Fisher College	002821	Gen Bac	Pri-Ind		NY
Saint John's College	002092	Gen Bac	Pri-Ind	Campus	MD
Saint John's College-Santa Fe Campus	002093	Gen Bac	Pri-Ind	Campus	NM
Saint John's University	002379	Gen Bac	Pri-Rel		MN
Saint Joseph College	001409	Comp Ins	Pri-Ind		CT
Saint Joseph's College	001833	Gen Bac	Pri-Rel		IN
Saint Joseph's College	002051	Gen Bac	Pri-Rel		ME
Saint Joseph's University	003367	Comp Ins	Pri-Rel		PA
Saint Lawrence University	002829	Gen Bac	Pri-Ind		NY
Saint Leo College	001526	Gen Bac	Pri-Rel		FL
Saint Louis University	002506	Doct Ins	Pri-Rel		MO
Saint Mary of the Plains College	001944	Gen Bac	Pri-Rel		KS
Saint Mary's College	001836	Gen Bac	Pri-Rel		IN
Saint Mary's College	002321	Gen Bac	Pri-Ind		MI
Saint Mary's College of California	001302	Comp Ins	Pri-Rel		CA
Saint Mary's College of Maryland	002095	Gen Bac	Public		MD
Saint Mary's College of Minnesota	002380	Comp Ins	Pri-Rel		MN
Saint Mary's University	003623	Comp Ins	Pri-Rel		TX
Saint Meinrad College	001837	Gen Bac	Pri-Rel		IN
Saint Michaels College	003694	Comp Ins	Pri-Rel		VT
Saint Norbert College	003892	Gen Bac	Pri-Rel		WI
Saint Olaf College	002382	Gen Bac	Pri-Rel		MN
Saint Patrick's Seminary	010074	Spec Rel	Pri-Rel		CA
Saint Peter's College	002638	Gen Bac	Pri-Ind		NJ
Saint Thomas Aquinas College	002832	Gen Bac	Pri-Ind		NY
Saint Thomas University	001468	Comp Ins	Pri-Rel		FL
Saint Vincent College	003368	Gen Bac	Pri-Rel		PA
Saint Xavier College	001768	Gen Bac	Pri-Rel		IL
Salem College	002960	Gen Bac	Pri-Rel		NC
Salem State College	002188	Comp Ins	Public		MA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Salisbury State University	002091	Comp Ins	Public		MD
Salish Kootenai College	029224	2-Yr Acad	Pri-Ind		MT
Salve Regina College	003411	Comp Ins	Pri-Rel		RI
Sam Houston State University	003606	Doct Ins	Public	Campus	TX
San Diego Community College District	001273	System	Public	Office	CA
San Diego State University	001151	Comp Ins	Public	Campus	CA
San Juan College	002660	2-Yr Acad	Public		NM
Sangamon State University	009333	Comp Ins	Public	Campus	IL
Santa Clara University	001326	Comp Ins	Pri-Ind		CA
School for Lifelong Learning	029340	Gen Bac	Public	Campus	NH
Schoolcraft College	002315	2-Yr Acad	Public		MI
Schreiner College	003610	Gen Bac	Pri-Rel		TX
Scripps College	001174	Gen Bac	Pri-Ind		CA
Seattle Community College District	010106	System	Public	Campus	WA
Seattle Pacific University	003788	Comp Ins	Pri-Rel		WA
Seattle University	003790	Comp Ins	Pri-Ind		WA
Seminole Community College	001520	2-Yr Acad	Public	Campus	FL
Seton Hall University	002632	Comp Ins	Pri-Rel	Main	NJ
Seward County Community College	008228	2-Yr Acad	Public		KS
Shaw University	002962	Gen Bac	Pri-Rel	Main	NC
Shawnee State University	012748	2-Yr Acad	Public		OH
Shelby State Community College	010439	2-Yr Acad	Public		TN
Shenandoah University	003737	Gen Bac	Pri-Rel		VA
Shippensburg University	003326	Comp Ins	Public		PA
Shorter College	001591	Gen Bac	Pri-Rel		GA
Showa Women's Institute-Boston	SHW021	2-Yr Acad	Pri-Ind		MA
Siena College	002816	Spec Bus	Pri-Ind		NY
Siena Heights College	002316	Gen Bac	Pri-Rel		MI
Sierra Community College	001290	2-Yr Acad	Public		CA
Simpson College	001291	Gen Bac	Pri-Rel		CA
Simpson College	001887	Gen Bac	Pri-Ind		IA
Sinclair Community College	003119	2-Yr Acad	Public		OH
Sioux Falls College	003469	Comp Ins	Pri-Rel		SD
Skagit Valley College	003792	2-Yr Acad	Public		WA
Skidmore College	002814	Gen Bac	Pri-Ind		NY
Slippery Rock University of Pennsylvania	003327	Comp Ins	Public	Campus	PA
Snow College	003679	2-Yr Acad	Public		UT
Solano Community College	001292	2-Yr Acad	Public		CA
South Carolina State College	003446	Doct Ins	Public		SC
South Dakota School of Mines & Technology	003470	Comp Ins	Public	Campus	SD
South Dakota State University	003471	Comp Ins	Public		SD
South Florida Community College	001522	2-Yr Acad	Public		FL
South Georgia College	001592	2-Yr Acad	Public	Campus	GA
South Puget Sound Community College	005372	2-Yr Acad	Public		WA
Southeast Community College	029003	2-Yr Acad	Public	Office	NE
Southeast Missouri State University	002501	Comp Ins	Public		MO
Southeastern Baptist Theological Seminary	002963	Spec Rel	Pri-Rel		NC
Southeastern Community College	008740	2-Yr Acad	Public	Office	IA
Southeastern Louisiana University	002024	Comp Ins	Public		LA
Southeastern Oklahoma State University	003179	Comp Ins	Public		OK
Southern Arkansas University	001107	Gen Bac	Public	Main	AR
Southern Arkansas University Tech	007738	2-Yr Acad	Public	Campus	AR
Southern Arkansas University-El Dorado Branch	013176	Gen Bac	Public	Campus	AR
Southern California College	001293	Gen Bac	Pri-Rel		CA
Southern California College of Optometry	001230	Spec Med	Pri-Ind		CA
Southern College of Optometry	003517	Spec Med	Pri-Ind		TN
Southern College of Seventh-Day Adventists	003518	Gen Bac	Pri-Rel		TN
Southern College of Technology	001570	Spec Eng	Public		GA
Southern Illinois University-Carbondale	001758	Doct Ins	Public	Main	IL
Southern Illinois University-Edwardsville	001759	Comp Ins	Public	Campus	IL
Southern Maine Technical College	005525	2-Yr Acad	Public	Campus	ME
Southern Methodist University	003613	Doct Ins	Pri-Ind		TX
Southern Oregon State College	003219	Comp Ins	Public	Campus	OR
Southern Seminary College	003738	2-Yr Acad	Pri-Ind		VA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Southern University-Shreveport	004622	2-Yr Acad	Public	Campus	LA
Southern Utah University	003678	Gen Bac	Public		UT
Southwest Missouri State University	002503	Comp Ins	Public		MO
Southwest Texas State University	003615	Comp Ins	Public	Campus	TX
Southwest Virginia Community College	007260	2-Yr Acad	Public		VA
Southwestern Assemblies of God College	003616	Gen Bac	Pri-Rel		TX
Southwestern Baptist Theological Seminary	003617	Spec Rel	Pri-Rel		TX
Southwestern Community College	001857	2-Yr Acad	Public		IA
Southwestern Oklahoma State University	003181	Comp Ins	Public		OK
Southwestern Oregon Community College	003220	2-Yr Acad	Public		OR
Southwestern University	003620	Gen Bac	Pri-Rel		TX
Spalding University	001960	Gen Bac	Pri-Ind		KY
Spartanburg Methodist College	003447	2-Yr Acad	Pri-Rel		SC
Spartanburg Technical College	003994	2-Yr Acad	Public		NC
Spelman College	001594	Gen Bac	Pri-Ind		GA
Spring Hill College	001041	Gen Bac	Pri-Ind		AL
Springfield College	002211	Comp Ins	Pri-Ind		MA
Springfield Technical Community College	008078	2-Yr Acad	Public		MA
St. Louis Conservatory & Schools for the Arts/CASA	002505	Comp Ins	Pri-Ind		MO
Stanly Community College	011194	2-Yr Acad	Public		NC
Stark Technical College	010881	2-Yr Acad	Public		OH
State Colleges in Colorado	666696	System	Public	Office	CO
State Community College of East St. Louis	009332	2-Yr Acad	Public		IL
State Technical Institute-Memphis	007105	2-Yr Acad	Public		TN
State University & Community College System of Tennessee	029031	System	Public	Office	TN
State University System of Florida-System Office	008068	System	Public	Office	FL
State University of New York-Albany	002835	Doct Ins	Public		NY
State University of New York-Binghamton	002836	Doct Ins	Public	Campus	NY
State University of New York-Buffalo	002837	Doct Ins	Public	Campus	NY
State University of New York-Central Administration	002834	System	Public	Office	NY
State University of New York-College at Brockport	002841	Comp Ins	Public	Campus	NY
State University of New York-College at Cortland	002843	Comp Ins	Public	Campus	NY
State University of New York-College at Fredonia	002844	Comp Ins	Public	Campus	NY
State University of New York-College at Geneseo	002845	Comp Ins	Public	Campus	NY
State University of New York-College at Old Westbury	007109	Gen Bac	Public	Campus	NY
State University of New York-College at Oneonta	002897	Comp Ins	Public	Campus	NY
State University of New York-College of A & T at Cobleskill	002856	2-Yr Acad	Public	Campus	NY
State University of New York-College of A & T at Morrisville	002859	2-Yr Acad	Public		NY
State University of New York-College of Env. Sci & Forestry	002851	Doct Ins	Public	Campus	NY
State University of New York-College of Technology at Alfred	002854	2-Yr Acad	Public		NY
State University of New York-College of Technology at Canton	002855	2-Yr Acad	Public	Campus	NY
State University of New York-Empire State College	010286	Comp Ins	Public	Campus	NY
State University of New York-Health Science Center-Brooklyn	002839	Spec Med	Public	Campus	NY
State University of New York-Health Science Center-Syracuse	002840	Spec Med	Public	Campus	NY
State University of New York-Inst. of Tech. at Utica-Rome	006792	Comp Ins	Public	Campus	NY
State University of New York-Research Foundation	RSR122	System	Public	Office	NY
State University of New York-Stony Brook	002838	Doct Ins	Public	Main	NY
Stephen F. Austin State University	003624	Comp Ins	Public		TX
Sterling College	029334	2-Yr Acad	Pri-Ind		VT
Stevens Institute of Technology	002639	Spec Eng	Pri-Ind		NJ
Stockton State College	009345	Gen Bac	Public		NJ
Sue Bennett College	001986	2-Yr Acad	Pri-Rel		KY
Suffolk University	002218	Comp Ins	Pri-Ind		MA
Sumter Area Technical College	003995	2-Yr Acad	Public		SC
Susquehanna University	003369	Gen Bac	Pri-Rel		PA
Swarthmore College	003370	Gen Bac	Pri-Ind		PA
Sweet Briar College	003742	Gen Bac	Pri-Ind		VA
Syracuse University	002882	Doct Ins	Pri-Ind		NY
Taft College	001309	2-Yr Acad	Public		CA
Tallahassee Community College	001533	2-Yr Acad	Public		FL
Tarrant County Junior College District	008898	2-Yr Acad	Public	Office	TX
Technical College of the Lowcountry	009910	2-Yr Acad	Public	Main	SC
Teikyo Loretto Heights University	TKY802	Gen Bac	Pri-Ind		CO
Teikyo Marycrest University	001876	Gen Bac	Pri-Ind		IA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Teikyo Westmar University	001899	Gen Bac	Pri-Ind		IA
Temple University	003371	Doct Ins	Public	Main	PA
Tennessee Higher Education Commission	TNN372	Other	Public		TN
Tennessee State University	003522	Comp Ins	Public		TN
Tennessee Technological University	003523	Comp Ins	Public		TN
Tennessee Temple University	003524	Gen Bac	Pri-Rel		TN
Tennessee Wesleyan College	003525	2-Yr Acad	Pri-Rel		TN
Terra Technical College	008278	2-Yr Acad	Public		OH
Texas A & M University-College Station	010366	Doct Ins	Public	Campus	TX
Texas A & M University-Engineering Experiment Station	TXS778	Spec Eng	Public	Campus	TX
Texas A & M University-System	003629	System	Public	Office	TX
Texas Christian University	003636	Doct Ins	Pri-Rel		TX
Texas College of Osteopathic Medicine	009768	Spec Med	Public		TX
Texas State Technical College System-Amarillo	009933	2-Yr Acad	Public	Campus	TX
Texas Tech University	003644	Doct Ins	Public		TX
Texas Tech University-Health Science Center	010674	Doct Ins	Public	Office	TX
Texas Wesleyan University	003645	Gen Bac	Pri-Rel		TX
Texas Woman's University	003646	Doct Ins	Public		TX
Thiel College	003376	Gen Bac	Pri-Rel		PA
Thomas M. Cooley Law School	012627	Spec Law	Pri-Ind		MI
Thomas More College	002001	Gen Bac	Pri-Ind		KY
Three Rivers Community College	004713	2-Yr Acad	Public		MO
Tidewater Community College	003712	2-Yr Acad	Public	Campus	VA
Tiffin University	003121	Gen Bac	Pri-Ind		OH
Tomlinson College	029047	2-Yr Acad	Pri-Rel		TN
Tompkins-Cortland Community College	006788	2-Yr Acad	Public		NY
Tougaloo College	002439	Gen Bac	Pri-Rel		MS
Towson State University	002099	Comp Ins	Public	Campus	MD
Tracey Warner School	007833	2-Yr Acad	Pri-Ind		PA
Transylvania University	001987	Gen Bac	Pri-Ind		KY
Tri-State University	001839	Gen Bac	Pri-Ind		IN
Trident Technical College	008818	2-Yr Acad	Public		SC
Trinidad State Junior College	001368	2-Yr Acad	Public	Campus	CO
Trinity Bible College	012059	Spec Rel	Pri-Rel		ND
Trinity Christian College	001771	Gen Bac	Pri-Ind		IL
Trinity College	001414	Gen Bac	Pri-Ind		CT
Trinity College of Vermont	003695	Gen Bac	Pri-Rel		VT
Trinity Lutheran Seminary	003044	Spec Rel	Pri-Rel		OH
Truckee Meadows Community College	029231	2-Yr Acad	Public	Campus	NV
Tucumcari Area Vocational School	TAV884	2-Yr Acad	Public		NM
Tufts University	002219	Doct Ins	Pri-Ind		MA
Tulane University of Louisiana	002029	Doct Ins	Pri-Ind		LA
Tulsa Junior College	009763	2-Yr Acad	Public		OK
Tunxis Community College	009764	2-Yr Acad	Public	Campus	CT
Ulster County Community College	002880	2-Yr Acad	Public	Campus	NY
Uniformed Services University of the Health Sciences	029169	Oth Spec	Public		MD
Union College	001988	Comp Ins	Pri-Ind		KY
Union College	002563	Gen Bac	Pri-Rel		NE
Union College	002889	Doct Ins	Pri-Ind		NY
Union County College	002643	2-Yr Acad	Public		NJ
Union Institute	010923	Doct Ins	Pri-Ind		OH
Union Theological Seminary	003743	Spec Rel	Pri-Ind		VA
Universidad Adventista de las Antillas	005019	Gen Bac	Pri-Rel		PR
University of Colorado-Colorado Springs	004509	Doct Ins	Public	Campus	CO
University of Akron	003123	Doct Ins	Public	Main	OH
University of Alabama-Birmingham	001052	Doct Ins	Public	Campus	AL
University of Alabama-Huntsville	001055	Comp Ins	Public	Campus	AL
University of Alabama-Main Campus	001051	Doct Ins	Public	Campus	AL
University of Alabama-System	008004	System	Public	Office	AL
University of Alaska Anchorage	011462	Comp Ins	Public	Campus	AK
University of Alaska-Southeast	011463	Comp Ins	Public		AK
University of Alaska-System	008005	Comp Ins	Public	Office	AK
University of Arizona	001083	Doct Ins	Public		AZ
University of Arkansas-Fayetteville	001108	Doct Ins	Public	Main	AR

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of Arkansas-Little Rock	001101	Comp Ins	Public	Campus	AR
University of Arkansas-Medical School	001109	Spec Med	Public	Campus	AR
University of Arkansas-Pine Bluff	001086	Gen Bac	Public	Campus	AR
University of Baltimore	002102	Comp Ins	Public	Campus	MD
University of Bridgeport	001416	Comp Ins	Pri-Ind		CT
University of California-Berkeley	001312	Doct Ins	Public	Campus	CA
University of California-San Diego	001317	Doct Ins	Public	Campus	CA
University of Central Arkansas	001092	Comp Ins	Public		AR
University of Central Florida	003954	Comp Ins	Public		FL
University of Chicago	001774	Doct Ins	Pri-Ind		IL
University of Cincinnati	003125	Doct Ins	Public	Main	OH
University of Colorado Health Sciences Center	004508	Spec Med	Public	Campus	CO
University of Colorado-Boulder	001370	Doct Ins	Public	Main	CO
University of Colorado-Denver	006740	Doct Ins	Public	Campus	CO
University of Colorado-System	007996	System	Public	Office	CO
University of Connecticut	029013	Doct Ins	Public		CT
University of Connecticut Health Center	009030	Spec Med	Public		CT
University of Dallas	003651	Comp Ins	Pri-Rel		TX
University of Dayton	003127	Comp Ins	Pri-Rel		OH
University of Delaware	001431	Doct Ins	Public		DE
University of Denver	001371	Doct Ins	Pri-Ind		CO
University of Dubuque	001891	Gen Bac	Pri-Rel		IA
University of Evansville	001795	Comp Ins	Pri-Rel		IN
University of Florida	001535	Doct Ins	Public	Campus	FL
University of Georgia	001598	Doct Ins	Public	Campus	GA
University of Hartford	001422	Comp Ins	Pri-Ind		CT
University of Hawaii-Hilo	029020	Gen Bac	Public	Campus	HI
University of Hawaii-Honolulu Community College	001612	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kapiolani Community College	001613	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kauai Community College	001614	2-Yr Acad	Public	Campus	HI
University of Hawaii-Leeward Community College	004549	2-Yr Acad	Public	Campus	HI
University of Hawaii-Manoa	001610	Doct Ins	Public	Main	HI
University of Hawaii-Maui Community College	001615	2-Yr Acad	Public	Campus	HI
University of Hawaii-System	007885	System	Public	Office	HI
University of Hawaii-West Oahu	029102	Gen Bac	Public	Campus	HI
University of Hawaii-Windward Community College	010390	2-Yr Acad	Public	Campus	HI
University of Health Science-Chicago Medical School	001659	Spec Med	Pri-Ind		IL
University of Health Sciences	002474	Spec Med	Pri-Ind		MO
University of Houston-Clear Lake	011711	Comp Ins	Public	Campus	TX
University of Houston-University Park	003652	Doct Ins	Public	Campus	TX
University of Idaho	001626	Doct Ins	Public		ID
University of Illinois-Central Office	008001	System	Public	Office	IL
University of Illinois-Chicago	001776	Doct Ins	Public	Campus	IL
University of Illinois-College of Medicine-Peoria	UIL616	Spec Med	Public	Campus	IL
University of Illinois-Urbana	001775	Doct Ins	Public	Campus	IL
University of Iowa	001892	Doct Ins	Public		IA
University of Kansas-Lawrence	001948	Doct Ins	Public	Main	KS
University of Kansas-Medical Center	004605	Spec Med	Public	Campus	KS
University of Kentucky	001989	Doct Ins	Public		KY
University of La Verne	001216	Comp Ins	Pri-Ind		CA
University of Louisville	001999	Doct Ins	Public		KY
University of Maine	002053	Comp Ins	Public	Main	ME
University of Maine-Augusta	006760	Gen Bac	Public	Campus	ME
University of Maine-Farmington	002040	Gen Bac	Public	Campus	ME
University of Maine-Fort Kent	002041	Gen Bac	Public	Campus	ME
University of Maine-Machias	002055	Gen Bac	Public	Campus	ME
University of Maine-Presque Isle	002033	Gen Bac	Public	Campus	ME
University of Maine-System	008012	System	Public	Office	ME
University of Mary Hardin-Baylor	003588	Gen Bac	Pri-Rel		TX
University of Maryland-Baltimore	002104	Doct Ins	Public	Campus	MD
University of Maryland-Baltimore County	002105	Doct Ins	Public	Campus	MD
University of Maryland-College Park	002103	Doct Ins	Public	Campus	MD
University of Maryland-System	007959	System	Public	Office	MD
University of Massachusetts-Amherst	002221	Doct Ins	Public	Main	MA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of Massachusetts-Boston	002222	Doct Ins	Public	Campus	MA
University of Massachusetts-Dartmouth	002210	Comp Ins	Public	Campus	MA
University of Massachusetts-Lowell	002161	Comp Ins	Public	Campus	MA
University of Massachusetts-Medical Center-Worcester	009756	Spec Med	Public	Campus	MA
University of Medicine & Dentistry of New Jersey	002620	Spec Med	Public	Main	NJ
Universiity of Miami	001536	Doct Ins	Pri-Ind	Office	FL
University of Michigan-Ann Arbor	009092	Doct Ins	Public	Main	MI
University of Minnesota	003969	Doct Ins	Public	Office	MN
University of Minnesota-Duluth	002388	Comp Ins	Public		MN
University of Mississippi	002440	Doct Ins	Public	Campus	MS
University of Mississippi-Medical Center	004688	Spec Med	Public	Campus	MS
University of Missouri-Columbia	002516	Doct Ins	Public	Main	MO
University of Missouri-Rolla	002517	Doct Ins	Public	Campus	MO
University of Missouri-St. Louis	002519	Doct Ins	Public	Campus	MO
University of Missouri-System	002515	System	Public	Office	MO
University of Montana	002536	Comp Ins	Public		MT
University of Nebraska-Kearney	002551	Comp Ins	Public	Campus	NE
University of Nebraska-Lincoln	002565	Doct Ins	Public	Campus	NE
University of Nebraska-Medical Center	006895	Spec Med	Public	Campus	NE
University of Nebraska-Omaha	002554	Comp Ins	Public	Campus	NE
University of Nebraska-System	008025	System	Public	Office	NE
University of Nevada-Las Vegas	002569	Comp Ins	Public	Campus	NV
University of Nevada-Reno	002568	Doct Ins	Public		NV
University of New England	002050	Comp Ins	Pri-Ind		ME
University of New Hampshire	002589	Doct Ins	Public	Main	NH
University of New Hampshire-System	008027	System	Public	Office	NH
University of New Haven	001397	Comp Ins	Pri-Ind		CT
University of New Mexico	010313	Doct Ins	Public		NM
University of North Carolina-Chapel Hill	002974	Doct Ins	Public	Campus	NC
University of North Carolina-Charlotte	002975	Comp Ins	Public	Campus	NC
University of North Carolina-Greensboro	002976	Doct Ins	Public	Campus	NC
University of North Carolina-Wilmington	002984	Comp Ins	Public	Main	NC
University of North Dakota	003005	Doct Ins	Public		ND
University of North Florida	009841	Comp Ins	Public		FL
University of North Texas	003594	Doct Ins	Public		TX
University of Northern Colorado	001349	Doct Ins	Public		CO
University of Northern Iowa	001890	Comp Ins	Public		IA
University of Notre Dame	001840	Doct Ins	Pri-Rel		IN
University of Oklahoma-Health Science Center	005889	Spec Med	Public	Campus	OK
University of Oklahoma-Norman	003184	Doct Ins	Public	Main	OK
University of Oregon	003223	Doct Ins	Public		OR
University of Pennsylvania	003378	Doct Ins	Pri-Ind		PA
University of Puerto Rico-Mayaguez Campus	003944	Comp Ins	Public	Main	PR
University of Puget Sound	003797	Comp Ins	Pri-Ind		WA
University of Redlands	001322	Comp Ins	Pri-Ind		CA
University of Richmond	003744	Comp Ins	Pri-Rel		VA
University of Rio Grande	003116	Gen Bac	Pri-Ind		OH
University of Rochester	002894	Doct Ins	Pri-Ind		NY
University of Saint Thomas	002345	Doct Ins	Pri-Rel		MN
University of Saint Thomas	003654	Doct Ins	Pri-Ind		TX
University of San Diego	010395	Comp Ins	Pri-Ind		CA
University of San Francisco	001325	Comp Ins	Pri-Rel		CA
University of Science & Arts of Oklahoma	003167	Gen Bac	Public		OK
University of Scranton	003384	Comp Ins	Pri-Rel		PA
University of South Alabama	001057	Comp Ins	Public		AL
University of South Carolina-Aiken	003449	Gen Bac	Public	Campus	SC
University of South Carolina-Coastal Carolina College	003451	Gen Bac	Public	Campus	SC
University of South Carolina-Columbia	003448	Doct Ins	Public	Office	SC
University of South Carolina-Union	004927	2-Yr Acad	Public	Campus	SC
University of South Dakota	010300	Doct Ins	Public		SD
University of South Florida	001537	Doct Ins	Public	Campus	FL
University of Southern Colorado	001365	Gen Bac	Public		CO
University of Southern Indiana	001808	Gen Bac	Public		IN
University of Southern Maine	009762	Comp Ins	Public	Campus	ME

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of Southern Mississippi	002441	Doct Ins	Public	Office	MS
University of Tampa	001538	Comp Ins	Pri-Ind		FL
University of Tennessee-Chattanooga	003529	Comp Ins	Public	Campus	TN
University of Tennessee-Institute of Agriculture	UTN379	Gen Bac	Public	Campus	TN
University of Tennessee-Knoxville	003530	Doct Ins	Public	Main	TN
University of Tennessee-Martin	003531	Comp Ins	Public	Campus	TN
University of Tennessee-Memphis	006725	Spec Med	Public	Campus	TN
University of Tennessee-System	008051	System	Public	Office	TN
University of Texas-Arlington	003656	Doct Ins	Public	Campus	TX
University of Texas-Austin	003658	Doct Ins	Public	Campus	TX
University of Texas-Dallas	009741	Doct Ins	Public	Campus	TX
University of Texas-Health Science Center at San Antonio	003659	Spec Med	Public	Campus	TX
University of Texas-Institute of Texan Cultures	UTX782	Oth Spec	Public	Campus	TX
University of Texas-Pan American	003599	Comp Ins	Public	Campus	TX
University of Texas-San Antonio	010115	Comp Ins	Public	Campus	TX
University of Toledo	003131	Doct Ins	Public		OH
University of Tulsa	003185	Comp Ins	Pri-Ind		OK
University of Utah	003675	Doct Ins	Public		UT
University of Vermont	003696	Doct Ins	Public		VT
University of Virginia	006968	Doct Ins	Public		VA
University of Washington	003798	Doct Ins	Public	Main	WA
University of West Florida	003955	Comp Ins	Public		FL
University of West Virginia-College of Graduate Studies	006869	Comp Ins	Public		WV
University of Wisconsin-Eau Claire	003917	Comp Ins	Public	Campus	WI
University of Wisconsin-Green Bay	003899	Comp Ins	Public	Campus	WI
University of Wisconsin-La Crosse	003919	Comp Ins	Public	Campus	WI
University of Wisconsin-Madison	003895	Doct Ins	Public	Campus	WI
University of Wisconsin-Milwaukee	003896	Doct Ins	Public	Campus	WI
University of Wisconsin-Oshkosh	009630	Comp Ins	Public	Campus	WI
University of Wisconsin-Platteville	003921	Comp Ins	Public	Campus	WI
University of Wisconsin-Stout	003915	Comp Ins	Public	Campus	WI
University of Wisconsin-Superior	003925	Comp Ins	Public	Campus	WI
University of Wisconsin-System	003894	System	Public	Office	WI
University of Wisconsin-Whitewater	003926	Comp Ins	Public	Campus	WI
University of Wyoming	003932	Doct Ins	Public		WY
University of the Ozarks	001094	Gen Bac	Pri-Ind		AR
Upper Iowa University	001893	Gen Bac	Pri-Ind		IA
Upsala College	002644	Gen Bac	Pri-Ind		NJ
Urbana University	003133	Gen Bac	Pri-Ind		OH
Ursinus College	003385	Gen Bac	Pri-Ind		PA
Ursuline College	003134	Gen Bac	Pri-Rel		OH
Utah State University	003677	Doct Ins	Public		UT
Utah Valley Community College	004027	2-Yr Acad	Public		UT
Valdosta State College	001599	Comp Ins	Public	Campus	GA
Valencia Community College	006750	2-Yr Acad	Public		FL
Valley City State University	003008	Gen Bac	Public	Campus	ND
Valley Forge Military Junior College	003386	2-Yr Acad	Pri-Ind		PA
Valparaiso University	001842	Comp Ins	Pri-Rel		IN
Vanderbilt University	003535	Doct Ins	Pri-Ind		TN
Vassar College	002895	Gen Bac	Pri-Ind		NY
Vermont State College-System	029162	System	Public	Office	VT
Villanova University	003388	Comp Ins	Pri-Rel		PA
Vincennes University	001843	2-Yr Acad	Public	Main	IN
Virginia Commonwealth University	003735	Doct Ins	Public		VA
Virginia Community College System	008904	System	Public	Office	VA
Virginia Polytechnic Institute & State University	003754	Doct Ins	Public		VA
Viterbo College	003911	Gen Bac	Pri-Rel		WI
Volunteer State Community College	009912	2-Yr Acad	Public	Campus	TN
Wake Forest University	002978	Comp Ins	Pri-Ind		NC
Walden University	025042	Doct Ins	Pri-Ind		MN
Waldorf College	001895	2-Yr Acad	Pri-Rel		IA
Walla Walla Community College	005006	2-Yr Acad	Public	Main	WA
Walters State Community College	008863	2-Yr Acad	Public		TN
Warren County Community College	025039	2-Yr Acad	Public		NJ

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Warren Wilson College	002979	Comp Ins	Pri-Rel		NC
Wartburg College	001896	Gen Bac	Pri-Rel		IA
Wartburg Theological Seminary	001897	Spec Rel	Pri-Rel		IA
Washburn University of Topeka	001949	Gen Bac	Public		KS
Washington Bible College	001462	Gen Bac	Pri-Ind		MD
Washington College	002108	Gen Bac	Pri-Ind		MD
Washington County Technical College	WSH046	2-Yr Acad	Public	Campus	ME
Washington State University	003800	Doct Ins	Public	Main	WA
Washington University	002520	Doct Ins	Pri-Ind		MO
Washington University School of Medicine	WSH631	Spec Med	Pri-Ind	Campus	MO
Washington and Jefferson College	003389	Gen Bac	Pri-Ind		PA
Washington and Lee University	003768	Gen Bac	Pri-Ind		VA
Washtenaw Community College	002328	2-Yr Acad	Public		MI
Waubonsee Community College	006931	2-Yr Acad	Public		IL
Waukesha County Technical College	009258	2-Yr Acad	Public	Campus	WI
Wayne State College	002566	Comp Ins	Public		NE
Wayne State University	002329	Doct Ins	Public		MI
Waynesburg College	003391	Gen Bac	Pri-Rel		PA
Weatherford College	003664	2-Yr Acad	Public		TX
Weber State University	003680	Comp Ins	Public		UT
Webster University	002521	Spec Rel	Pri-Ind	Office	MO
Wellesley College	002224	Gen Bac	Pri-Ind		MA
Wells College	002901	Gen Bac	Pri-Ind		NY
Wenatchee Valley College	003801	2-Yr Acad	Public		WA
Wentworth Institute of Technology	029099	Gen Bac	Pri-Ind		MA
Wesleyan University	001424	Comp Ins	Pri-Ind		CT
West Chester University of Pennsylvania	003328	Comp Ins	Public	Campus	PA
West Georgia College	001601	Comp Ins	Public		GA
West Shore Community College	007950	2-Yr Acad	Public		MI
West Texas State University	003665	Comp Ins	Public	Campus	TX
West Virginia Institute of Technology	003825	Gen Bac	Public		WV
West Virginia University	003827	Doct Ins	Public	Main	WV
West Virginia Wesleyan College	003830	Gen Bac	Pri-Rel		WV
Western Baptist College	001339	Gen Bac	Pri-Rel		OR
Western Carolina University	002981	Comp Ins	Public	Campus	NC
Western Illinois University	001780	Comp Ins	Public	Campus	IL
Western Iowa Technical Community College	007316	2-Yr Acad	Public		IA
Western Kentucky University	002002	Comp Ins	Public		KY
Western Maryland College	002109	Comp Ins	Pri-Ind		MD
Western Michigan University	002330	Doct Ins	Public		MI
Western Montana College	002537	Gen Bac	Public	Main	MT
Western Nebraska Community College	002560	2-Yr Acad	Public	Office	NE
Western Nevada Community College	010363	2-Yr Acad	Public	Campus	NV
Western New Mexico University	002664	Comp Ins	Public		NM
Western Oklahoma State College	003146	2-Yr Acad	Public		OK
Western Oregon State College	003209	Comp Ins	Public	Campus	OR
Western Piedmont Community College	002982	2-Yr Acad	Public	Campus	NC
Western Washington University	003802	Comp Ins	Public		WA
Western Wyoming College	003933	2-Yr Acad	Public		WY
Westminster College	003392	Gen Bac	Pri-Rel		PA
Westminster College	003681	Gen Bac	Pri-Ind		UT
Westminster Theological Seminary	003393	Spec Rel	Pri-Ind		PA
Westmont College	001341	Gen Bac	Pri-Ind		CA
Westmoreland County Community College	010176	2-Yr Acad	Public		PA
Whatcom Community College	010364	2-Yr Acad	Public		WA
Wheaton College	001781	Comp Ins	Pri-Rel		IL
Wheaton College	002227	Gen Bac	Pri-Ind		MA
Wheeling College	003831	Gen Bac	Pri-Rel		WV
Wheelock College	002228	Comp Ins	Pri-Ind		MA
Whitman College	003803	Gen Bac	Pri-Ind		WA
Whitworth College	003804	Comp Ins	Pri-Rel		WA
Widener University	003313	Comp Ins	Pri-Ind	Office	PA
Wilkes University	003394	Comp Ins	Pri-Ind		PA
William Carey College	002447	Gen Bac	Pri-Rel	Office	MS

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
William Jewel College	002524	Gen Bac	Pri-Rel		MO
William Marsh Rice University	003604	Doct Ins	Pri-Ind		TX
William Paterson College	002625	Gen Bac	Public		NJ
William Penn College	001900	Gen Bac	Pri-Rel		IA
William Rainey Harper College	003961	2-Yr Acad	Public		IL
Williams Baptist College	001106	2-Yr Acad	Pri-Rel		AR
Williams College	002229	Comp Ins	Pri-Ind		MA
Wilmington College	007948	Gen Bac	Pri-Ind		DE
Wilmington College	003142	Gen Bac	Pri-Rel		OH
Wilson Technical Community College	004845	2-Yr Acad	Public		NC
Wingate College	002985	Gen Bac	Pri-Rel		NC
Winona State University	002394	Comp Ins	Public	Campus	MN
Winthrop College	003456	Comp Ins	Public		SC
Wisconsin Board of Vocational, Technical & Adult Education	WSC537	Other	Public	Office	WI
Wisconsin Lutheran College	029157	Gen Bac	Pri-Ind		WI
Wittenberg University	003143	Gen Bac	Pri-Rel		OH
Wood Junior College	002448	2-Yr Acad	Pri-Rel		MS
Woodbury University	001343	Comp Ins	Pri-Ind		CA
Woods Hole Oceanographic Institution	WDS025	Doct Ins	Pri-Ind		MA
Wor-Wic Tech Community College	029053	2-Yr Acad	Public		MD
Worcester Polytechnic Institute	002233	Doct Ins	Pri-Ind		MA
Worcester State College	002190	Comp Ins	Public		MA
World College West	011611	Gen Bac	Pri-Ind		CA
Wright State University	009168	Doct Ins	Public	Main	OH
Wytheville Community College	003761	2-Yr Acad	Public	Campus	VA
Xavier University	003144	Comp Ins	Pri-Rel		OH
Yale University	001426	Doct Ins	Pri-Ind		CT
Yavapai College	001079	2-Yr Acad	Public	Main	AZ
York College of Pennsylvania	003399	Gen Bac	Pri-Ind		PA
Youngstown State University	003145	Comp Ins	Public		OH

*Single institution unless otherwise noted.

SPECIAL STUDY ORDER FORM
1991-92 Administrative Compensation Survey

Instructions: (NOTE: follow each of these steps to avoid delay in processing your order.)

1. Read through entire form.
2. Print clearly or type all information.
3. Use a separate form for each study ordered.
4. After determining appropriate fee and delivery categories, complete the payment information section at the end of this form. Payment or purchaase order must accompany all orders. Non-members of CUPA must send payment with the order.
5. Forward all requests to: CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036. Phone (202) 429-0311, Ext. 18, FAX (202) 429-0149.
6. Please contact Susan Cipollini at the CUPA national office if you have any questions, (202) 429-0311, Ext. 18.

Profile:

Name_____ Title_____

Institution_____

Phone ( )_____ FAX ( )_____

Mailing Address_____

City, State, Zip_____

Did your institution participate in the 1991-92 survey? ❒ Yes ❒ No
Is your institution a member of CUPA? ❒ Yes ❒ No
Have you ever ordered a Special Study before? ❒ Yes ❒ No

Basic Fees:

Please check the category your institution falls under:
___ $250 - CUPA members who participated in the 1991-92 study;
___ $340 - CUPA members who did not participate in the 1991-92 study and non-members who did participate;
___ $425 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
___ $575 - All others.

Delivery:

Please check how you would like your special study returned:
___ Via FAX—10 working day turn around (Please note, we cannot fax display #3) ($5.00 charge)
___ Via Federal Express—10 working day turn around ($20.00 charge)
___ Via first class mail—please allow 3-4 weeks for delivery (no additional charge)

Types of Data Displays:

(Check only one. Use a separate form for each additional display ordered. A diskette file is available upon request. Call CUPA for more information.)

___1. Salary display with median and mean data. Will also include (please check) ___percentile data ___quartile data ___both. (NOTE: percentile data—20%, 40%, 60%, 80%, quartile data—25%, 50%, 75%)

___2. Salary display with median and mean data and with years-of-service data. Will display data by (please check one) ___percentiles or ___quartiles.

___3. Listing of individual salaries by position (mean salary provided).

___4. Comparative data display which includes salary data for minority/nonminority and male/female. This display also includes the number of minority/nonminority and male/female reported for each position.

___5. Other (such as Distribution of Salaries by position, reporting relationship, etc.) Please specify on a separate sheet of paper (additional costs may be incurred).

If you wish to receive data displays based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. Complete only one section per study ordered.

Section I

Please answer only those questions which pertain to your request—you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)
   - A. ☐ A single institution
   - B. ☐ An administrative office of a system
   - C. ☐ A main campus of a system
   - D. ☐ A campus within a system

2. CLASSIFICATION (Please check either NCES classification or specific code from Appendix C.)

   NCES (check as many as desired)
   - A. ☐ Doctoral Institution
   - B. ☐ Comprehensive Institution
   - C. ☐ General Baccalaureate Institution
   - D. ☐ Two-Year Institutions with Academic Rank
   - E. ☐ Other; specify code from Appendix C_____

3. SOURCE OF SUPPORT (Check as many as desired)
   - A. ☐ Public
   - B. ☐ Private, religious group affiliated
   - C. ☐ Private, independent

4. EDUCATION AND GENERAL BUDGET (Specify number OR range)
   - A. Less than $_____
   - B. More than $_____
   - C. Between $_____ and $_____

5. FTE ENROLLMENT (specify number OR range)
   - A. Less than _____
   - B. More than _____
   - C. Between _____ and _____

6. GEOGRAPHIC AREA

   List States below (Please do not abbreviate)

_____

_____

_____

Section II

Please use a separate sheet of paper.

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1991-92 Administrative Compensation Survey. Please see Appendix A, "Responding Institutions," to ensure that the desired institutions participated. To maintain confidentiality of the data, if three or fewer salaries are reported for a particular position, we will not include salary information. Please choose 8 or more institutions other than your own and list on a separate sheet of paper the institutional name, campus (if applicable), state, and the FICE Code. **Your Institution's data will be included only if specifically requested.**

Payment Information

Please check all that apply:

- ☐ I am a CUPA member ☐ I am not a CUPA member
- ☐ My check is enclosed for $ _____
- ☐ Please bill me. **Must include PO#** _____

Mail this entire form and a check or purchase order to: **CUPA, 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, FAX (202) 429-0149. Please use a separate form for each study ordered.**

NCES CODES

The database of the 1991-92 Administrative Compensation survey contains institutional classification codes established by the National Center for Education Statistics (NCES). The codes are no longer used by NCES but CUPA still uses them as one method of classifying institutions in the survey. The codes more specifically correlate with the type of institution or program offered and are especially useful when ordering customized studies based on certain institutional characteristics.

A01 - DOCTORAL-LEVEL INSTITUTIONS WITHOUT MEDICAL SCHOOL
A02 - DOCTORAL-LEVEL INSTITUTIONS WITH MEDICAL SCHOOL
B01 - COMPREHENSIVE INSTITUTIONS WITHOUT MEDICAL SCHOOL
B02 - COMPREHENSIVE INSTITUTIONS WTH MEDICAL SCHOOL
C01 - GENERAL BACCALAUREATE INSTITUTIONS
D01 - SPECIALIZED/SCHOOL OF PHILOSOPHY, RELIGION AND THEOLOGY
D02 - SPECIALIZED/MEDICAL SCHOOLS
D03 - SPECIALIZED/OTHER HEALTH INSTITUTIONS
D04 - SPECIALIZED/ENGINEERING SCHOOLS
D05 - SPECIALIZED/BUSINESS SCHOOLS
D06 - SPECIALIZED/VISUAL AND PERFORMING ARTS SCHOOLS
D07 - SPECIALIZED/LAW SCHOOLS
D08 - SPECIALIZED/EDUCATION SCHOOLS
D09 - U.S. SERVICE SCHOOLS
D10 - OTHER SPECIALIZED SCHOOLS
D12 - SPECIALIZED/NON-DEGREE GRANTING INSTITUTIONS
E01 - MULTIPROGRAM TWO-YEAR INSTITUTIONS
E04 - SINGLE PROGRAM TWO-YEAR INSTITUTIONS

UNS - UNIVERSITY SYSTEM
CCS - COMMUNITY COLLEGE SYSTEM
BOR - BOARD OF REGENTS
OTH - OTHER

APPENDIX D

SALARY COMPARISON WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the survey groups. Positions to be compared should be listed in the appropriate position categories along with the corresponding 1991-92 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and type of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, (202) 429-0311, Ext. 18.

I. Executive

Pos. No.	Title	91-92 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

II. Academic

Pos. No.	Title	91-92 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	GroupTotal			

III. Administrative

Pos. No.	Title	91-92 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	GroupTotal			

IV. External Affairs

Pos. No.	Title	91-92 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

V. Student Services

Pos. No.	Title	91-92 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			
	Overall Total			

Important Information Enclosed
Please complete and return by October 1, 1991.

CUPA

1991-92 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

1233 Twentieth Street, NW
Suite 503
Washington, DC 20036
(202) 429-0311

SURVEY QUESTIONNAIRE PACKET

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1991-92 CUPA ADMINISTRATIVE COMPENSATION SURVEY
INSTRUCTIONS

PLEASE RETURN ONLY THE COMPLETED QUESTIONNAIRE BY **OCTOBER 1, 1991** IN THE ENCLOSED SELF-ADDRESSED ENVELOPE. DUE TO THE NATURE OF THE DATA DO NOT FAX YOUR RESPONSE. IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 429-0311, EXT. 18. DO NOT CALL THE BROOKINGS INSTITUTION.

I. GENERAL

1. Make sure this questionnaire packet includes instructions, a listing of survey position descriptions, and a questionnaire form.
2. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.
3. Please read position descriptions before completing the questionnaire. Do not rely on titles only.
4. An identification label is attached to the top of page one of the questionnaire ONLY if your institution participated in either the 1989-90 or 1990-91 surveys.
5. PRINT or TYPE all information.
6. Do not use abbreviations.
7. If the position is vacant, please enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.
8. **Return only the questionnaire form.** Do not attach extra pages. Please be sure to keep a copy of the completed questionnaire for your files.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS

(Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

Note: If your institution participated in the 1989-90 or 1990-91 survey, there will be an identification label attached to the top of page one of the questionnaire. Please fill in sections 1, 3, 4, and 5 only if changes are to be made to the label information.

1. **FICE Identification Code** (Federal Interagency Commission on Education) - Please fill in your institution's FICE Code. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical identification purposes. Refer to the *HEP Higher Education Directory* if you are not sure of the correct FICE Code. If you do not have access to this directory or do not know the correct FICE Code, please leave blank.
2. **Name of Respondent** - Please provide your own name, title, and telephone number.
3. **Address** - Fill in your institution's full name and address including city, state and zip code.
4. **Source of Support** - Indicate whether your institution is public, private and religious-group affiliated, or private and independent.
5. **Reporting For** - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system (all campuses), a main campus heading a system, or a campus within a system. (Important note: If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 6. If you check "single institution," "main campus heading a system" or "campus within a system," provide individual campus figures in Question 6.
6. **Size Measures** - Provide four answers, one for each space, indicating your institution's total full-time equivalent student enrollment, faculty, administrative staff (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3), and total operating budget. Total operating budget includes the total institutional budget used for current educational and general operations including research funds but excluding capital funds.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary of Position Descriptions" that follow. If the position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting. If you do not have a comparable position, leave blank. If a person holds more than one position title, do not report his/her salary twice, but report the salary under the position that best fits the description.

Do not add any positions on the questionnaire nor attach extra pages. If you have any comments or suggestions on the positions or would like certain positions added, please write a separate letter to the CUPA Administrative Compensation Survey Committee in care of the CUPA National Office, 1233 Twentieth Street, NW, Suite 503, Washington, DC 20036.

Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary). Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please **average** those salaries and do not report data on internal/external promotion, sex and minority status. Do not put salary figures in for each incumbent holding the position.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please show by each code number from the Survey (each position has a separate code number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 307.00. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.00, you would write 306.00 in the reporting relationship column next to Director of Affirmative Action/Equal Employment. Please leave blank the reporting relationship column if the person in a position does not report to a higher position (e.g., Chief Executive Officer of a System does not report to a higher position).

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 1-6 months = 0 years; 7 to 12 months = 1 year; and 5 years, 2 months = 5 years.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE RETURN THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1991.
FOR YOUR CONVENIENCE, A SELF-ADDRESSED ENVELOPE IS ENCLOSED.

NOTE: YOUR TIMELY RESPONSE IS GREATLY APPRECIATED.
THE OCTOBER 1 RETURN DATE WILL NOT BE EXTENDED.

1991-92 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions. If you have comments or suggestions on the positions, please write a separate letter to the Administrative Compensation Survey Committee in care of the CUPA national office.

EXECUTIVE

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

202.00 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.00 DIRECTOR, LIBRARY SERVICES: Directs all activities of the institution's libraries. Functions directed typically include personnel, public services, collection development, acquisitions, technical services, and special collections.

203.10 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

203.20 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

203.30 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving acquisitions, processing, bibliographic control, cataloging, preservation, etc.

203.40 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (reference, interlibrary loan, circulation, bibliographic instruction).

203.50 REFERENCE LIBRARIAN: Senior person responsible for facilitating access to information by students, faculty, and staff and for developing a collection of reference resources in all formats (including electronic).

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.00 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

208.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

209.00 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

210.00-242.00 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.01 CHIEF ADMINISTRATION OFFICER: The senior administrative official responsible for administrative affairs. Functions supervised typically include purchasing, physical plant management, property management, personnel services, administrative computing, auxiliary enterprises, and related matters.

301.02 CHIEF FINANCIAL OFFICER: The senior administrative official responsible for the direction of financial affairs. Functions supervised typically include investments, accounting, budgets, and related matters.

301.10 DIRECTOR, ENVIRONMENTAL HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

304.00 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

305.10 STAFF ATTORNEY(S): The administrative official(s) responsible for advising the institution on its legal rights.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.30 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a *nonunion* setting.

306.50 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.60 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.70 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.00 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.00 and 307.00.

309.00 CHIEF INFORMATION SYSTEMS OFFICER: Directs the institution's major academic and administrative computing activities and voice and data communications.

309.10 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.30 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgement. Position involves no programming responsibility.

309.40 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

309.50 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgement.

309.60 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

310.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

311.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic/research computing activities.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.50 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.10 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.00 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.10 STAFF ACCOUNTANT - (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

314.20 STAFF ACCOUNTANT - (Lowest Level): Responsible for maintaining, auditing, inspecting, and reporting *routine* financial records of the institution.

315.00 BURSAR: Custodian of institutional funds.

315.10 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.00 DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.10 ASSOCIATE DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: The second senior administrative official responsible for central purchasing operations for the institution.

317.00 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.00 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.10 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.00 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking: organizes security programs and training as needed.

321.00 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, please ignore 322.00).

322.10 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

EXTERNAL AFFAIRS

401.00 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.10 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.30 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.40 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.00 and 404.00.

406.00 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.")

408.00 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of student services and student life programs. Functions typically include student counseling and testing, career development and placement, student union, campus/student activities, minority student support programs, residence life, and related functions.

501.50 DEAN OF STUDENTS: Reports to the Chief Student Affairs Officer and is responsible for such functions as student activities, housing, discipline, orientation, etc.

502.00 CHIEF ADMISSIONS OFFICER: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.20 ADMISSIONS COUNSELOR: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g., recruiting, records).

502.30 ACADEMIC ADVISOR: Advises undergraduate students in the construction of schedules and core curriculum, major, and elective requirements. Assists in registration and drop/add, approves AP credit, and approves transfer credit to satisfy curriculum requirements.

503.00 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 502.00 and 504.00.

504.00 REGISTRAR: The administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters.

504.10 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, RESIDENCE HALLS: Directs all residence hall operations for students. May also administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

509.00 DIRECTOR OF UNION AND STUDENT ACTIVITIES: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities and coordination of all student activities and supervision of student organizations.

510.00 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

512.00 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, CAREER DEVELOPMENT AND PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

523.00 CHIEF, ENROLLMENT MANAGEMENT: Administrative official responsible for the development of marketing plans for the recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration, and advising.

524.00 DIRECTOR, MINORITY AFFAIRS: Responsible for the direction of counseling programs, cultural affairs, remedial and support programs, and invites minority speakers to campus. May also be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) noncredit conferences and seminars.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE IN THE ENCLOSED SELF-ADDRESSED ENVELOPE.

SURVEY DUE OCTOBER 1, 1991

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by October 1, 1991** in the enclosed self-addressed envelope. If you have any questions, call CUPA at (202) 429-0311, Ext. 18.

INSTITUTIONAL IDENTIFICATION

Only complete Sections 1, 3, 4, and 5 if label is not attached above or corrections are to be made to the label.

1. **FICE CODE** _____

2. **NAME OF RESPONDENT**

Respondent _____ Title _____

Telephone _____

3. **ADDRESS**

Name of Institution _____

Address of Institution _____

City _____ State _____ Zip _____

4. **SOURCE OF SUPPORT** (check one)

a. _____ Public

b. _____ Private, religious-group affiliated

c. _____ Private, independent

5. **ARE YOU REPORTING FOR:** (check one)

a. _____ A single institution

b. _____ An administrative office of a system (all campuses)

c. _____ A main campus heading a system

d. _____ A campus within a system

6. **SIZE MEASURES**

Please note for the following four questions: If you checked "administrative office of a system" in Numer 5 above, then please answer the questions below with systemwide figures. If you checked either "a single institution," "a main campus heading a system" or "a campus within a system," supply individual campus figures.

a. _____ Total full-time equivalent ENROLLMENT

b. _____ Total full-time equivalent FACULTY

c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by the EEO-6 Report.)

d. _____ Total 1991-92 BUDGET - Please indicate total dollar figure in millions (i.e., $1.2 million or $1,200,000.) Budget includes the total institutional budget used for current educational and general operations including research funds but excluding capital funds.

7. What is the average percentage pay increase for your administrative staff for salary year 1991-92? (i.e., exempt positions, as defined in question 6c). _____

	YES	NO
8. Is your institution a member of CUPA?	____	____

1991-92
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). Please do not add positions or attach extra pages.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
Executive						
101.00 Chief Executive Officer System/District/MultiCampus Operation (President/Chancellor)				I O	M F	Y N
101.10 Assistant to the President of a System/District/MultiCampus Operation				I O	M F	Y N
102.00 Chief Executive Officer of a Single Institution (President/Chancellor)				I O	M F	Y N
102.10 Assistant to the President/Single Institution				I O	M F	Y N
103.00 Executive Vice President				I O	M F	Y N
Academic						
201.00 Chief Academic Officer				I O	M F	Y N
202.00 Chief Health Professions Officer				I O	M F	Y N
203.00 Director, Library Services				I O	M F	Y N
203.10 Circulation Librarian				I O	M F	Y N
203.20 Acquisitions Librarian				I O	M F	Y N
203.30 Technical Services Librarian				I O	M F	Y N
203.40 Public Services Librarian				I O	M F	Y N
203.50 Reference Librarian				I O	M F	Y N
204.00 Director, Institutional Research				I O	M F	Y N
204.10 Associate Director, Institutional Research				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
205.00 Director, Educational Media Services				I O	M F	Y N
206.00 Director, Learning Resources Center				I O	M F	Y N
207.00 Director, International Studies Education				I O	M F	Y N
208.00 Director, Computer Center Operations/Academic				I O	M F	Y N
208.10 Associate Director, Computer Center Operations/Academic				I O	M F	Y N
209.00 Administrator, Grants and Contracts				I O	M F	Y N
DEANS						
210.00 Architecture				I O	M F	Y N
211.00 Agriculture				I O	M F	Y N
212.00 Arts and Letters				I O	M F	Y N
213.00 Arts and Sciences				I O	M F	Y N
214.00 Business				I O	M F	Y N
215.00 Communications				I O	M F	Y N
216.00 Continuing Education				I O	M F	Y N
217.00 Dentistry				I O	M F	Y N
218.00 Education				I O	M F	Y N
219.00 Engineering				I O	M F	Y N
221.00 Extension				I O	M F	Y N
222.00 Fine Arts				I O	M F	Y N
223.00 Graduate Programs				I O	M F	Y N
224.00 Health-Related Professions				I O	M F	Y N
225.00 Home Economics				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
226.00 Humanities				I O	M F	Y N
227.00 Instruction				I O	M F	Y N
228.00 Law				I O	M F	Y N
229.00 Library and Information Sciences				I O	M F	Y N
230.00 Mathematics				I O	M F	Y N
231.00 Medicine				I O	M F	Y N
232.00 Music				I O	M F	Y N
233.00 Nursing				I O	M F	Y N
234.00 Occupational Studies/Vocational Education/Technology				I O	M F	Y N
235.00 Pharmacy				I O	M F	Y N
236.00 Public Health				I O	M F	Y N
237.00 Sciences				I O	M F	Y N
238.00 Social Sciences				I O	M F	Y N
239.00 Social Work				I O	M F	Y N
240.00 Special Programs				I O	M F	Y N
241.00 Undergraduate Programs				I O	M F	Y N
242.00 Veterinary Medicine				I O	M F	Y N
Administrative						
301.00 Chief Business Officer				I O	M F	Y N
301.01 Chief Administration Officer				I O	M F	Y N
301.02 Chief Financial Officer				I O	M F	Y N
301.10 Director, Environmental Health and Safety				I O	M F	Y N
301.20 Director, Telecommunications				I O	M F	Y N
302.00 Chief Planning Officer				I O	M F	Y N
303.00 Chief Budgeting Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
303.10 Associate Budget Director				I O	M F	Y N
304.00 Chief Planning and Budget Officer				I O	M F	Y N
305.00 General Counsel				I O	M F	Y N
305.10 Staff Attorney(s)				I O	M F	Y N
306.00 Chief Personnel/Human Resources Officer				I O	M F	Y N
306.10 Associate Director, Personnel/Human Resources				I O	M F	Y N
306.20 Manager, Benefits				I O	M F	Y N
306.30 Manager, Training and Development				I O	M F	Y N
306.40 Manager, Employee Relations				I O	M F	Y N
306.50 Manager, Labor Relations				I O	M F	Y N
306.60 Manager, Employment				I O	M F	Y N
306.70 Manager, Wage and Salary/Manager, Compensation				I O	M F	Y N
306.80 Manager, Personnel Information Systems				I O	M F	Y N
307.00 Director, Affirmative Action/Equal Employment				I O	M F	Y N
307.10 Associate Director, Affirmative Action/Equal Employment				I O	M F	Y N
308.00 Director, Personnel and Affirmative Action				I O	M F	Y N
309.00 Chief Information Systems Officer				I O	M F	Y N
309.10 Associate Director, Computer Center				I O	M F	Y N
309.20 Data Base Administrator				I O	M F	Y N
309.30 Systems Analyst I (highest level)				I O	M F	Y N
309.40 Systems Analyst II (lowest level)				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
309.50 Programmer Analyst I (highest level)				I O	M F	Y N
309.60 Programmer Analyst II (lowest level)				I O	M F	Y N
310.00 Director, Computer Center Operations/Administrative				I O	M F	Y N
310.10 Associate Director, Computer Center Operations/ Administrative				I O	M F	Y N
311.00 Director, Computer Center Operations/ Academic				I O	M F	Y N
312.00 Chief, Physical Plant/Facilities Management Officer				I O	M F	Y N
312.10 Associate Director, Physical Plant/Facilities Management				I O	M F	Y N
312.20 Manager, Landscape and Grounds				I O	M F	Y N
312.30 Manager, Building Maintenance Trades				I O	M F	Y N
312.40 Manager, Technical Trades				I O	M F	Y N
312.50 Manager, Custodial Services				I O	M F	Y N
312.60 Manager, Power Plant				I O	M F	Y N
313.00 Comptroller				I O	M F	Y N
313.10 Manager, Payroll				I O	M F	Y N
314.00 Director, Accounting				I O	M F	Y N
314.10 Staff Accountant (highest level)				I O	M F	Y N
314.20 Staff Accountant (lowest level)				I O	M F	Y N
315.00 Bursar				I O	M F	Y N
315.10 Associate Bursar				I O	M F	Y N
316.00 Director, Purchasing/ Materials Management				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
316.10 Associate Director, Purchasing/Materials Management				I O	M F	Y N
317.00 Director, Bookstore				I O	M F	Y N
317.10 Associate Director, Bookstore				I O	M F	Y N
318.00 Director, Internal Audit				I O	M F	Y N
319.00 Director, Auxiliary Services				I O	M F	Y N
319.10 Manager, Mail Services				I O	M F	Y N
320.00 Director, Campus Security				I O	M F	Y N
321.00 Director, Risk Management and Insurance				I O	M F	Y N
322.00 Administrator, Hospital Medical Center				I O	M F	Y N
322.10 Director, Medical Center Public Relations/Affairs				I O	M F	Y N
322.20 Director, Medical Center Personnel				I O	M F	Y N

External Affairs

401.00 Chief Development Officer				I O	M F	Y N
401.10 Director, Annual Giving				I O	M F	Y N
401.20 Director, Corporate/ Foundation Relations				I O	M F	Y N
401.30 Coordinator, Resource Development				I O	M F	Y N
401.40 Director, Estate Planning				I O	M F	Y N
402.00 Chief Public Relations Officer				I O	M F	Y N
402.10 Director, Governmental/ Legislative Relations				I O	M F	Y N
403.00 Chief Development and Public Relations Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
404.00 Director, Alumni Affairs				I O	M F	Y N
405.00 Director, Development and Alumni Affairs				I O	M F	Y N
406.00 Director, Special and Deferred Gifts				I O	M F	Y N
407.00 Director, Church Relations				I O	M F	Y N
408.00 Director, Community Services				I O	M F	Y N
409.00 Director, Publications				I O	M F	Y N
409.10 Associate Director, Publications				I O	M F	Y N
409.20 Manager, Printing Services				I O	M F	Y N
410.00 Director, Information Office				I O	M F	Y N
411.00 Director, News Bureau				I O	M F	Y N
Student Services						
501.00 Chief Student Affairs Officer				I O	M F	Y N
501.50 Dean of Students				I O	M F	Y N
502.00 Chief Admissions Officer				I O	M F	Y N
502.10 Associate Director, Admissions				I O	M F	Y N
502.20 Admissions Counselor				I O	M F	Y N
502.30 Academic Advisor				I O	M F	Y N
503.00 Director, Admissions and Registrar				I O	M F	Y N
504.00 Registrar				I O	M F	Y N
504.10 Associate Registrar				I O	M F	Y N
504.20 Assistant Registrar				I O	M F	Y N
505.00 Director, Admissions and Financial Aid				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
506.00 Director, Student Financial Aid				I O	M F	Y N
506.10 Associate Director, Student Financial Aid				I O	M F	Y N
507.00 Director, Food Services				I O	M F	Y N
507.10 Associate Director, Food Services				I O	M F	Y N
508.00 Director, Residence Halls				I O	M F	Y N
508.10 Associate Director, Student Housing				I O	M F	Y N
508.20 Housing Officer/Administrative Operations				I O	M F	Y N
508.30 Housing Officer/Residence Life				I O	M F	Y N
509.00 Director, Union and Student Activities				I O	M F	Y N
510.00 Director, Foreign Students				I O	M F	Y N
511.00 Director, Student Union				I O	M F	Y N
511.10 Associate Director, Student Union				I O	M F	Y N
512.00 Director, Student Activities				I O	M F	Y N
513.00 Director, Career Development and Placement				I O	M F	Y N
514.00 Director, Student Counseling				I O	M F	Y N
514.10 Associate Director, Student Counseling				I O	M F	Y N
515.00 Director, Student Health Services (Physician Administrator				I O	M F	Y N
516.00 Director, Student Health Services (Nurse Administrator)				I O	M F	Y N
517.00 Director, Campus Ministries				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
518.00 Director, Athletics				I O	M F	Y N
519.00 Director, Sports Information				I O	M F	Y N
520.00 Director, Athletics/Men				I O	M F	Y N
521.00 Director, Athletics/Women				I O	M F	Y N
522.00 Director, Campus Recreation/Intramurals				I O	M F	Y N
523.00 Chief Enrollment Management				I O	M F	Y N
524.00 Director, Minority Affairs				I O	M F	Y N
525.00 Director, Conferences				I O	M F	Y N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1991
to:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

Please be sure to keep a copy of the completed questionnaire for your files.

CUPA

College and University
Personnel Association
1233 20th Street, NW, Suite 503
Washington, DC 20036